Aboriginal Women & Evolving Opportunities

Aboriginal Women's Conference

March 23-24, 2010

St. John's, Newfoundland Labrador

Newfoundland Labrador

Women's Policy Office

Executive Summary

The fifth Provincial Aboriginal Women's Conference took place from March 23 to 24, 2010(Agenda – Appendix A) in St. John's, Newfoundland Labrador.

The conference was once again successful in bringing together a number of Aboriginal Women from a variety of different communities and backgrounds. The various groups from across the province that were represented included: Innu, Inuit, Mi'kmaq and Metis, as well as, representatives of Aboriginal women living in various urban areas.

This year's conference was entitled "The Path to the Good Life – Evolving Opportunities for Aboriginal Women."

The provincial government has sponsored the Aboriginal Women's Conference since 2006, with the purpose of these conferences being to provide Aboriginal women across the Province the opportunity to come together and share information. Equally as important, the overall goal of the conference is to advance the status of Aboriginal women in Newfoundland and Labrador.

Sponsored by the Women's Policy Office, the Aboriginal Women's Conference is unique in Canada in and of itself. Over the past five years, these conferences have been designed to ensure the full participation of all Aboriginal groups in the Province and to respect the diversity and richness of Aboriginal women in Newfoundland Labrador.

This year's conference was designed to share some of the specific emerging economic opportunities for Aboriginal women in Newfoundland Labrador. The objectives of this year's conference were as follows:

1. Provide a venue for Aboriginal women, government and industry to come together to share information in order for Aboriginal women to gain a better understanding of evolving opportunities in non-traditional areas;
2. Provide information to Aboriginal women to be in a position to bring information back to communities relating to the emerging opportunities for Aboriginal women relating to participating in various sectors;
3. Provide Aboriginal women the opportunity to explore new and emerging training models and to support Aboriginal women in accessing education and training needs; and
4. Enable industry and government to gain a clearer understanding of the needs of Aboriginal women to access training opportunities.

The conference was planned by the Steering Committee, (List –Appendix B) made up of representatives from Aboriginal groups as well as the NAWN working group, the Department of Labrador and Aboriginal Affairs and the Women's Policy Office.

The conference delegates, from youth to elders, represent a wide variety of occupations and disciplines, creating an excellent cross-section of the strengths and experiences of Aboriginal women from across Newfoundland Labrador. Once again this year, the Steering Committee invited the delegates from their respective groups to the conference as well.

As in the past, still today, Aboriginal women are essential and vital to the collective solidarity of their communities. By educating and empowering, we are enabling Aboriginal women, to connect in a supportive way, along with the opportunity to learn, share and discover their united strength and celebrate their differences. Aboriginal women have always played an important role in their community. Aboriginal women have been known to possess courage and strength to do what needs to be done, to take care of their families, of their communities and their nations.

This year's conference was a huge success. It brought together women who shared their traditions and culture, along with industry representatives and the provincial government and allows delegates to join together with a common goal to address the issues that Aboriginal women face.

Conference Proceedings

Day One

The Conference began with a traditional opening ceremony. Newfoundland Aboriginal Women's Network (NAWN) and the Federation of Newfoundland Indians completed a smudge ceremony with everyone joined in a circle. After the ceremony was completed, songs were sung in traditional language.

Judy White, Conference Facilitator, provided a welcome to all of the delegates and reviewed the agenda with Conference delegates.

Overview of Conference

Judy White explained that over the course of the conference, participants would have the opportunity to learn about best practices, approaches and tools to help Aboriginal women and their communities, and strengthen economic opportunities and benefits for Aboriginal peoples and women in particular. Judy went on to explain that more specifically participants would hear about:

- Specific employment plans for women in relation to jobs and business opportunities associated with oil and gas and other energy, mining and business projects in Newfoundland Labrador;
- Associated plans to ensure women are aware of these opportunities, have the training so they can become qualified for jobs in advance, and have workplace supports in place for when women on the job;
- Business access strategies for women so entrepreneurs are supported in access to information about business opportunities and get fair access to the business opportunities;
- Training programs and services for Aboriginal women where specific business and employment opportunities and needs are identified.

Under the Atlantic Accord Implementation Act, Canada and the Province of Newfoundland Labrador requires the Canada Newfoundland and Labrador Offshore Petroleum Board to ensure that employment and the supply of goods and services ensure benefits for Newfoundland and Labradorians, as well as under-represented individuals in our Province.

Judy reported that there are many oil projects currently underway, such as Hibernia, Hibernia South, Hebron and White Rose. She explained that all of these oil projects, including the White Rose Oil Development led by Husky Energy, are overseen by the

Offshore Petroleum Board. This Board requires each project to have a diversity plan or a women's employment plan, and more recently, as is the case for the Hebron and Hibernia South projects, a business access strategy for women. She pointed out that these plans are designed to assist women and Aboriginal peoples to access employment opportunities in the oil and gas sector.

Margaret Allan, Husky Energy: Oil and Gas Industry Career Choices

Margaret Allan represented Husky Energy and provided a presentation (Appendix C) on oil and gas industry career choices.

Husky Energy is Canada's third largest integrated energy company with upstream, midstream and refined products. This large company has operations in Canada, USA, Greenland, China and Indonesia.

The presentation showcased a variety of onshore and offshore areas of work, including technical positions such as:

- engineers: chemical, civil, facilities, drilling, production, reservoir or petroleum;
- deck crew, engineering officers;
- geologists, geophysicists;
- petroleum technologists;
- trades: crane operators, welders, industrial electricians;
- technicians: chemical, electrical, marine.

As well, a number of support areas were presented, including:

- environmental & regulatory specialists
- energy economists
- human resources, public relations
- information technology
- petroleum accountants
- safety professionals
- document management
- administration

A number of in-demand occupations were discussed, including: engineers, trades, operators, field workers, specialized skills, business and operations support.

Margaret explained that there are many opportunities that exist, as there is a shortage of skilled workers. Because diversity plans exist for any and all future development, this industry offers excellent career opportunities for a range of skills and abilities. The presentation reviewed the educational requirements for various positions in this industry, and indicated that, although opportunities exist, post-secondary education is essential.

Office of Women Apprenticeship
With the growth of the Newfoundland Labrador oil and gas industries, the mining industry and other projects have identifies a projected need for more skilled trade's people.

The Provincial Government has undertaken several initiatives designed to increase the number of women involved in non-traditional occupations. One of these initiatives was opening an ***Office of Women Apprenticeship*** to help women apprentices secure employment. Currently, there are 47 women registered as carpenter apprentices, 32 women registered as pipefitters and 35 women welders. It is as equally important to know there is only one woman registered in industrial instrument mechanics, one in metal fabrication and one in motor vehicle repair.

Judy Lynn Archer, President and CEO, Women Building Futures
Judy Lynn Archer provided a Presentation (Appendix D) via teleconference. Her presentation centered on opportunities for women to advance positions in non-traditional roles. She explained that she started her business with a vision to create an entity that would help women break into the construction field. .

Women Building Futures follows this vision by recruiting, training and finding placements for women in construction jobs at a success rate of over 90 per cent. It built the first trades training facility for women in Canada and continue to place women in their program from all across Canada.

The approach to training that Women Building Futures uses is different in that they utilize a variety of methods, some of which include career decision-making workshops, skills training, safety certification, fitness, nutrition, workplace culture preparation, coaching and support, and job placement and job retention support.

The training programs that the participants partake in are:

- Pre-Trades Training Program
  - welding, boilermaker
  - pipefitting/ steamfitting
  - plumbing
  - electrical
  - carpentry
  - sheet metal
  - crane operating
- Heavy Equipment Operator Training Program
  - heavy equipment

Generally speaking, the women who enter the program fit the following statements:

- possess a can-do, no-quitter attitude
- enjoy working with hands
- active or physically fit
- emotionally tough
- no substance abuse issues
- strong work ethic
- no fear (or they can hide it well)

Judy gave several examples of Aboriginal women who have overcome obstacles in their lives to succeed in this program. However, she pointed out that they all have a couple of things in common; they are tough, hard working, in demand and all see the opportunity.

Maria Moran, Nalcor: Aboriginal Training Initiatives in Labrador

Maria Moran demonstrated through her presentation (Appendix E) that Nalcor Energy is a company that is the 'province's energy corporation', meaning it responsible for developing energy resources in Newfoundland Labrador.

Nalcor has five lines of business, including:

- Newfoundland and Labrador Hydro
- Churchill Falls
- Oil and Gas
- Lower Churchill Project
- Bull Arm Fabrication.

The Lower Churchill Project submitted a proposal to a federal funding program last year designed to help provide Aboriginal people with more employment opportunities. Maria explained that this program is called the Aboriginal Skills Employment Partnership (ASEP) Program. This is a federally-funded program to facilitate the training and employment of Aboriginal Peoples in major economic industries in Canada. It was designed to support multi-year training-to-employment strategies To be successful, this program had to develop a formal partnership between industry and Aboriginal organizations. Out of this funding program came the Labrador Aboriginal Training Partnership.

The Labrador Aboriginal Training Partnership is a partnership between Nalcor Energy (Lower Churchill Project), Innu Nation, Nunatsiavut Government and the Labrador Metis Nation. This initiative provides $30 million in funding for Aboriginal Peoples in Labrador and the goal is to train over 1,250 Aboriginal Peoples. This program is designed to increase the involvement of female workers in the province's labour market and provide training specifically targeted at prospective female workers.

The provincial government has committed $200,000 per year for 2010 and 2011 to the LATP specifically for the training and employment of female workers.

Consultation with Industry
Delegates were given the opportunity to discuss and put forward some recommendations to industry relating to what they heard from the conference. The question posed to conference participants was as follows:

What messages do you want to give industry to assist them in developing plans that include Aboriginal Women?

Participants put forward the following recommendations:

- Aboriginal Women need to be FULL partners in consultations;
- A model like Women Building Future in Western Canada would be ideal for this province;
- Social Issues must be addressed and support put into place to address these issues;
- Inclusiveness of ALL Aboriginal women just not specific groups;
- Needs flexibility regarding apprentice programs;
- Hours women have to work needs to be considered and industry has a role to play in child care as this issue contributes to lack of success of women in these program;

- There has to be occupational standards put into place and a certain percentage of women must be present in all categories
- Industry needs to educate our children as to these opportunities – go to our Schools;
- Cultural Sensitivity needs to be taken into consideration;
- Come to our communities to educate us as to the opportunities.

Cst. Claire Gregory & Curtis Durdle: RCMP Female Aboriginal Recruitment
One of the barriers women face in entering nontraditional occupations is the fact that special programs are often not in place to help under-represented groups have equal access to employment opportunities as members of the general public.

The RCMP has been a leader in advancing Aboriginal-specific recruitment programming in Canada.

Cst. Claire Gregory shared her experience and journey into the RCMP with the delegates. Cst. Gregory explained that she grew up in Happy Valley -Goose Bay,

Labrador wanting to be an RCMP officer. Giving back to community was always important to her and, by joining the RCMP, she would be in a position to give back tremendously.

Cst. Gregory graduated from the RCMP Depot on in 2003 was posted to Fort McPherson, NWT. Fort McPherson is a G'wichin Dene First Nations community with about 1,200 people. This posting had one Sergeant and four Constables, with RCMP residences in a compound area.

Cst. Gregory experienced a vast variety of policing matters along with learning about a different Aboriginal culture. She attended numerous community feasts, drum dances, festivals and went out on the land with the local people.

Cst. Gregory was then stationed in Lutsel Ke, NWT. A 300 person community of Dene First Nations with a two-member posting which required the two members to be ready to attend calls for service 24/7.

This community had a traditional school term for their high school students. The students would live off the land and learn traditional methods while studying normal academics.

Although she was originally met with much resistance, mutual respect, understanding, listening and learning allowed Cst. Gregory to be accepted in both communities.

Cst. Gregory advocated for the RCMP as a wonderful opportunity to learn about new things, explore Canada and give back to community. She encouraged women to consider a career in this field and to spread the word in communities.

Cst. Gregory then invited Cst. Curtis Durdle (Appendix F) to give an overview of the recruitment and application process related to the RCMP.

Cst. Durdle explained that in order to be accepted into the RCMP there has to be some basic requirements met, including:

- Canadian citizenship
- proficiency in English OR French
- high school diploma (or equivalent)
- valid Canadian driver's license
- 18 years or older
- good character
- meet medical/ health standards
- physically fit willingness to relocate

Cst. Durdle explained that the application is a lengthy, challenging process. However, both officers encouraged participants of the conference to consider the RCMP as a possible career choice and invited them to encourage others to learn more about joining the RCMP.

Odelle Pike, Dhoon Lodge: The Path to Success

One of the opportunities for Aboriginal women in the current economy is to become an entrepreneur. Odelle Pike, an Aboriginal Woman operating Dhoon Lodge (a hunting and fishing lodge), has twenty-five years experience in managing a family business and she shared her entrepreneurial story including the struggles, rewards and opportunities that came along with it in a presentation (Appendix G).

Odelle provided recommendations and advice for other women interested in becoming entrepreneurs. She spoke about the benefits of being in business, along with the important considerations to have before starting a business, such as start-up money and product or idea development.

Odelle talked about the importance of having a business plan to explain the purpose of the business, outline the target markets, showcase the personal abilities and skills the owner brings to the business, consider the necessary facilities and location that will lead the business to succeed, a sound financial plan for business start-up and

beyond, key factors for approaching a bank, and the importance of advertising. She discussed the commitment required to be an entrepreneur, but made a point that the rewards you gain from it can be astounding.

Erin Keough: Women in Resource Development Corporation

The Women in Resource Development Corporation is a non-profit organization with the mission to advance economic equality of women in Newfoundland and Labrador, along with promoting equitable participation of women in skilled trades and technology in the natural resource industry. It plays an important role in the province in training women and breaking down barriers for women entering occupations associated with resource development.

Erin presented (Appendix H) that the business case of equality was quite simple in the fact that a recent update to the Newfoundland and Labrador Skills Task Force Report forecasts the potential peak employment demand for major projects to be approximately nine-thousand person years in 2014/15. Many of these projects will require workers with the same skilled trades and will compete with each other and with other projects across Canada.

Approximately only two per cent of all employed women in the province are working in high-paying non-traditional occupations. The Women in Resource Development Corporation offers a variety of programs designed specifically for women to access training and career opportunities in these fields. It offers career counselling, including: a needs analysis, a labour market analysis, job search identity, tools for identifying funding for training, and skills for identifying training opportunities.

In relation, the Women in Resource Development Corporation offers a number of programs that include:

1. Orientation to Trades and Technology (OTT)

This is a 24-week program delivered by College of the North Atlantic which includes: academic work, essential work skills, personal development, hands-on training, exploration of the natural resource sector, and workplace experience.

2. Techsploration

This is a six-month program done in the grade nine classrooms where female students are matched with role models in technical fields. Students enjoy worksite tours and techsplorers event.

3. Girls Exploring Trades and Technology (GETT)

This is a five-day camp in the community. Six to 10 girls are placed on a team and they have the opportunity to build and race a go-kart to learn carpentry, math and engineering skills.

4. Group Learning for Outgoing Women (GLOW)

This is a program for 17 year-old females have the opportunity to explore firefighting as a career choice under the leadership of two female firefighters.

5. Girls in Renewable Energy & Alternative Technologies (GREAT)

This program is a five day camp for grade seven girls to learn about alternate energy sources.

Bernice Tracey, College of the North Atlantic: Education and Training Opportunities

It was explained that back in 2006, when the Aboriginal Conference focused on Natural Resource Development in Newfoundland Labrador, one of the recommendations from the Conference was the need for more community-based training targeted specifically for Aboriginal people.

College of the North Atlantic includes 17 campuses offering 100 full-time programs with over 300 courses. The college also offers full programs delivered through distributed learning. In Labrador, specifically, there are six learning centres: Nain, Natuashish, Hopedale, Rigolet, North West River and Port Hope Simpson (Appendix I).

At the Halley Valley - Goose Bay Campus, there is one-year program designed for Aboriginal students to ensure they have the necessary skill level to enter college level programs. The focus is on both academic and personal skill development. This program was initially offered as a pilot 2009/10 and was recently approved to be offered as a regular College program. This program contains all Aboriginal content.

The College has developed some innovative programs that allow students to transfer courses and credits, made even easier by partnerships in place with various other education Institutions that allows transfers into their institutions, such as MUN and the Marine Institute.

There are many Aboriginal initiatives/ services available, including:

- Inuit education coordinator
- Aboriginal support person
- Aboriginal resource specialist
- cultural awareness workshop
- Aboriginal initiatives team
- Aboriginal bridging program
- Aboriginal leadership certificate
- Aboriginal education policy
- Aboriginal resource centre
- Aboriginal student association
- contract with Health Canada
- multimedia approach to ABE in NWR
- elders project in conjunction with the Friendship Centre
- abstract for ACCC conference on Aboriginal education in Labrador

The College of the North Atlantic continues to work towards accommodating students, specially designing programs that support the Aboriginal population.

Closing Prayer

A closing Prayer was given by Jenny Lyall of the Labrador Metis Nation.

Honourable Kathy Dunderdale, Minister Responsible for the Status of Women: Community feast & banquet

Conference delegates and invited guests attended a Community feast & banquet and traditional giveaway ceremony. The conference delegates had the opportunity to listen to remarks the Honourable Kathy Dunderdale, Minister Responsible for the Status of Women, as the guest speaker on behalf of the Provincial Government (Appendix J).

Minister Dunderdale highlighted the fact that this annual event has provided a wonderful opportunity for everyone to work together to advance realistic and pragmatic solutions to the socio-economic conditions for Aboriginal Women in Newfoundland and Labrador. As well, the Minister indicated that the Government of Newfoundland and Labrador has always respected the critical distinctions that exist between Aboriginal peoples in this province, including distinctions such as language, culture, geography, governance structures or urban and rural and remote realities.

The Minister indicated that she is pleased with the partners in resource development, tourism, enforcement agencies and training organizations who choose to participate

in the conference to share vital information about the emerging opportunities for women in Newfoundland and Labrador. She pointed out that this is particularly important at this time of unprecedented economic growth in the history of our province.

She explained that Aboriginal women need to not only have the opportunity to benefit from the sectors that are driving our economy, but have an equal opportunity to succeed as the province prospers. It is essential that Aboriginal women are given every opportunity to pursue educational and employment opportunities – opportunities in their communities and in non-traditional occupations, such as trades, science and engineering, or in the world of business and leadership.

The Minister reported that the Provincial Government is committed to supporting Aboriginal women in pursuing educational, employment and business opportunities, including those in communities. She explained that the Provincial Government continues to work closely with federal partners to advance opportunities to ensure economic development initiatives support, advance and fully integrate Aboriginal women into the economy.

The evening was ended with a performance by Kilautip Songuninga Inuit Drum Group, followed by a traditional giveaway along with the Friendship Song.

Day Two
The second day of the conference was opened by the Nunatsiavut Government with a welcome and a recap of the first day.

Dedication to Flossie Oliver

Flossie Oliver was a strong Aboriginal woman who advocated for the Labrador Metis, Aboriginal women in general, and the issues that affected Aboriginal people as a whole. She had been present at all previous conferences before her death.

Melita Paul explained that Flossie, from the time of living on Birch Island to her most recent residence at the senior's apartments, had dedicated herself to community. Her three priorities in life were family, church and music.

A presentation was made to Jenny Lyall, Flossie's daughter, as a dedication to Flossie's contribution to her people and the Aboriginal Women's Conference as a whole.

Honourable Patty Pottle, Minister of Aboriginal Affairs
(Appendix K)

Minister Pottle highlighted that the Government of Newfoundland and Labrador is an advocate for Aboriginal Women's rights and it continues to invest in areas that are important to the Aboriginal community. The Provincial Government, along with the Federal Government, the Nunatsiavut Government, the Innu Nation, the Labrador Metis Nation, and Nalcor Energy, recently announced a $30 million training incentive for men and women throughout Labrador. Through these training opportunities, Aboriginal women will be able to add to the skilled workforce, leading to the improvement of the economic and social make-up of the communities in Labrador.

Other incentives are also being completed throughout the province to educate and improve Aboriginal communities. These include the Suicide and Detrimental Lifestyles Program, NAWN Power Workshops, the Labrador Metis Nation Suicide and Intervention training, and the St. John's Native Friendship Centers Breaking Barriers Standing Strong workshops.

Across the province many Aboriginal women agree that a nation-wide, coordinated effort is needed in order to deal with violence against Aboriginal women, and missing and murdered Aboriginal women. In order to help combat this, the Labrador and

Aboriginal Affairs department has created a temporary policy analyst position, filled by Ms. Teresa Evans, to focus on the concerns of Aboriginal Women, along with a consultative committee. The Government of Newfoundland and Labrador looks forward to further support for Aboriginal Women.

Mark Shrimpton, Stantec Ltd: Women's Employment and Diversity Plan

Since 2003, the Women's Policy Office has been requesting women's employment plans, and more recently business access strategies, to increase women employment and business opportunities in Newfoundland Labrador in oil and gas projects, mining developments and for other business developments in Newfoundland Labrador. Mark Shrimpton, Stantec Ltd, discussed plans such as these (Appendix L).

There are a number of things that have pushing women's employment and diversity plans ahead in the province, including the biggest force, the political and regulatory agenda that is encompassed around the offshore oil industry, the *Atlantic Accord Implementation Acts* and, specifically, the White Rose oilfield development project.

There have been many reports written and committees established to give recommendations to industry surrounding women in resource development and diversity plans. Along with these recommendations, very quickly, the industry realized the value in women and diversity plans. In short, the province was facing labour shortages in the skilled trades. Out of this came a task force that discussed the skilled trades (including apprenticeships) and how to address workplace environments, sites, accommodations and transitions.

Mark provided an overview of the White Rose Diversity Plan and how it is applied to every project. Mark also highlighted the implementation challenges of the plan, along with the successes that the plan has faced. Women's employment plans are on industry's agendas, but there is still work to be done. The positive change in this direction is a direct result of government's intervention, along with labour market changes.

Group Discussions
Participants were broken into groups to review the following questions:

1. What are the training opportunities for Aboriginal Women that you feel are evolving that would be most beneficial to you?
2. What do you see as the successes of such opportunities? Why?
3. What do you see as the challenges? What needs to happen to overcome these challenges?
4. What needs to happen in your community to make these opportunities a reality?

Group #1 – Miawpukek First Nation

1. What are the training opportunities for Aboriginal women that you feel are evolving that would be most beneficial to you?
   - trades positions with oil
   - gas industry(i.e. engineers)
   - RCMP
   - health care
   - trades in general

2. What do you see as the successes of such opportunities? Why?
   - money and financial security
   - less substances/ alcohol abuse
   - gained confidence
   - able to contribute to the community

3. What do you see as the challenges? What needs to happen to overcome these challenges?
   - fear of leaving your own community
   - financial inability to take training on and giving up work
   - fear of failure
   - fear of acceptance in a male dominated career/environment
   - lack of Childcare
   - added responsibility (training, family, work)
   - workshop/ training to address the above issues to overcome challenges along with mentorship programs

4. What needs to happen in your community to make these opportunities a reality?
   - community information sessions/focus groups
   - mailouts
   - have someone to go to houses to speak to people
   - motivational speakers
   - implement own diversity model for community

Group #2 – Labrador Metis Nation

1. What are the training opportunities for Aboriginal women that you feel are evolving that would be most beneficial to you?
   - focus on trades (i.e. OTT program)
   - LAPT program training opportunities
   - partnership between 3 Aboriginal groups
   - partnerships with CAN
   - workshops like the Aboriginal Women's Conference opens doors

2. What do you see as the successes of such opportunities? Why?
   - more women in non-traditional trades
   - socially, women being more independent and no longer at such a high risk for violence/ abuse
   - role model for other young women
   - being equal with men, equality in pay

3. What do you see as the challenges? What needs to happen to overcome these challenges?
   - getting women to apply or take initiative to move family for training
   - daycare while training
   - on the coast it is very difficult to find accommodations for housing in training community
   - such a long waitlist for some demanding programs (i.e. Linesman program)
   - training Initiatives need to provide payment to take program
   - a lot of sponsorship is dependent on EI

4. What needs to happen in your community to make these opportunities a reality?
   - do more community based training
   - more support for daycare
   - continue conferences (partner with speakers who is working in the trades to provide mentorship)
   - with LAPT Program, three Aboriginal groups can work together to offer programs
   - companies hire apprentices and government offer incentives to let them work

Group #3 – St. John's Friendship Center

1. What are the training opportunities for Aboriginal women that you feel are evolving that would be most beneficial to you?
   - we all need programs like the Labrador Training Partnerships
   - we need programs like Women Building Futures
   - all programs needs to be inclusive of all Aboriginal women

2. What do you see as the successes of such opportunities? Why?
   - women need opportunities to be successful
   - housing and childcare needs to be considered
   - all issues that affect Aboriginal women would need to be addressed first for women to be successful
   - knowledge of programs that could empower women to access post-secondary trades and programs

3. What do you see as the challenges? What needs to happen to overcome these challenges?
   - funding and infrastructure
   - addictions support needs to be in place and correlated with training
   - alienating women from training with addictions will severely affect women's self esteem
   - continues support from governments, Aboriginal governments and communities
   - needs infrastructure in place
   - childcare issues need to be addressed
   - counselling and support workers put into place

4. What needs to happen in your community to make these opportunities a reality?
   - Aboriginal women to be involved in all levels
   - sponsors involved in infrastructure developments
   - coordination of government services involvement in HRLE, Housing and Education etc.
   - on-site childcare

Group #4 – Innu

1. What are the training opportunities for Aboriginal Women that you feel are evolving that would be most beneficial to you?
   - The Labrador Aboriginal Training Partnerships is very important
   - colleges initiatives
   - conferences and workshops
   - in-house training, workplace computers and communications

2. What do you see as the successes of such opportunities? Why?
   - joint Voisey's Bay Training & Employment Authority
   - occupational trades and technology
   - a lot of women participants in training programs

3. What do you see as the challenges? What needs to happen to overcome these challenges?
   - more outreach workshops
   - workplace info sessions
   - learn about more opportunities that would help benefit women

4. What needs to happen in your community to make these opportunities a reality?
   - women need equal opportunities to men in being presented with different opportunities
   - more workshops aimed at women, young women and young girls

Group # 5 – NAWN & FNI

1. What are the training opportunities for Aboriginal Women that you feel are evolving that would be most beneficial to you?
   - skilled trades
   - occupational health and safety training
   - leadership and motivational Training
   - culturally relevant training
   - training to deal with social issues that affect us (i.e.) Alcohol Abuse

2. What do you see as the successes of such opportunities? Why?
   - more women in non-traditional roles
   - more women in leadership roles
   - both of the above opportunities will lead to
     - independence
     - empowerment
     - financial benefits
     - balance and stronger communities

3. What do you see as the challenges? What needs to happen to overcome these challenges?
   - if the industry sets goals they should aim to surpass these goals
   - social challenges
   - financial challenges
   - childcare
   - housing
   - industry need to reach out to women to overcome these challenges
   - women should not have the onus on them
   - need flex hours for women in workforce to deal with childcare issues
   - direct communication with Aboriginal women's groups
   - need mentoring programs in the workplace
   - Aboriginal women groups do not have the resources to be able to advocate for women

4. What needs to happen in your community to make these opportunities a reality?
   - education in K-12 school system
   - need to plant seeds for our children
   - guidance counselors need education around women in non-traditional roles
   - leadership at the ground level
   - needs to encompass all communities

Group # 6 – Nunatsiavut Government - Inuit

1. What are the training opportunities for Aboriginal Women that you feel are evolving that would be most beneficial to you?
   - Labrador Aboriginal training partnership with Nalcor
   - College of the North Atlantic initiatives and programs designed with Aboriginal women in mind
   - funding initiatives are improving with time and progress
   - workshops, conferences, meetings

2. What do you see as the successes of such opportunities? Why?
   - slowly seeing more women in non-traditional trades
   - seeing women make lives/ livings for themselves and their families
   - women working at a career
   - greater awareness of the programs and access to them

3. What do you see as the challenges? What needs to happen to overcome these challenges?
   - actually gaining meaning full employment
   - childcare, housing, single mothers
   - some women slip through the cracks when it comes to getting funding and/ or training
   - need appropriate funding so all women are given equal opportunities

4. What needs to happen in your community to make these opportunities a reality?
   - Community-based programs
   - social work program (guaranteed employment)
   - train women today for opportunities that we know are coming (i.e. train carpenters to build homes in their home towns)
   - licensed daycares (train workers to start/ run them)
   - regular, ongoing community consultations!

Next Steps & Wrap Up

A recap of the conference proceedings was given and it was explained that a report would be developed to go to the Government of Newfoundland Labrador and the working group outlining the feedback from the conference.

The Innu Nation closed the session with a prayer.

Appendix A - Agenda

2010 Aboriginal Women's Conference

"The Path To The Good Life –Evolving Opportunities For Aboriginal Women"

AGENDA
March 23 – 24, 2010
The Battery Hotel
"The Anchor Room"

Tuesday, March 23, 2010

8:30 am – 9:00 am	Registration/Breakfast (Breakfast will be served at 8:30 am)
9:00 am – 9:20 am	Opening Ceremony – Newfoundland Aboriginal Women's Network (NAWN) & Federation of Newfoundland Indians
9:20 am – 9:30 am	Overview of the Conference Agenda – Judy White
9:30 am – 10:00 am	Margaret Allan, Husky Energy: Oil and Gas Industry Career Choices
10:00 am – 10:45 am	Judy Lynn Archer: President and Chief Executive Officer of Women Building Futures
10:45 am – 11:00 am	Break
11:00 am – 11:30 am	Maria Moran, Nalcor: Aboriginal Training Initiatives in Labrador
11:30 am – 12:00 pm	Consultations with Industry
12:00 pm – 1:00 pm	Lunch

Afternoon Sessions

1:00 pm – 2:00 pm	Sgt Wilda Kaiser, Sgt Sue Efford, and Cst. Claire Gregory: Female Aboriginal Recruitment within the RCMP
2:00 pm – 2:40 pm	Odelle Pike: The Path to Success
2:40 pm – 3:00 pm	Break
3:00 pm – 4:00 pm	Erin Keough: Women in Resource Development Corporation Bernice Tracey: Education and Training Opportunities at the College of the North Atlantic in Happy Valley-Goose Bay
4:00 pm – 4:30 pm	Closing Prayer by the Labrador Métis

Dinner and Banquet will start at 6:30 pm

2010 Aboriginal Women's Conference

"The Path To The Good Life –Evolving Opportunities For Aboriginal Women"

Wednesday, March 24, 2010

8:15 am – 8:45 am	Breakfast (Breakfast will be served at 8:15 am)
8:50 am – 9:00 am	Opening Ceremony – Nunatsiavut Government
9:00 am - 9:30 am	Dedication to Flossie Oliver
9:30 am – 9:45 am	Welcome from the Honourable Patty Pottle, Minister of Aboriginal Affairs
9:45 am –10:15 am	Mark Shrimpton: Stantec Ltd, Women's Employment and Diversity Plans
10:15 am – 10:30 am	Break
10:30 am – 11:45 am	Aboriginal Women's Group Discussions: What action plans can be created from what was heard and how can these action plans be implemented?
11:45 am – 12:00 pm	Closing Remarks – Judy White
12:00 pm – 12:10 pm	Closing Prayer – Innu Nation

Departure

2010 Aboriginal Women's Conference

"The Path To The Good Life –Evolving Opportunities For Aboriginal Women"

DINNER AND BANQUET

March 23, 2010

Emcee – Judy White

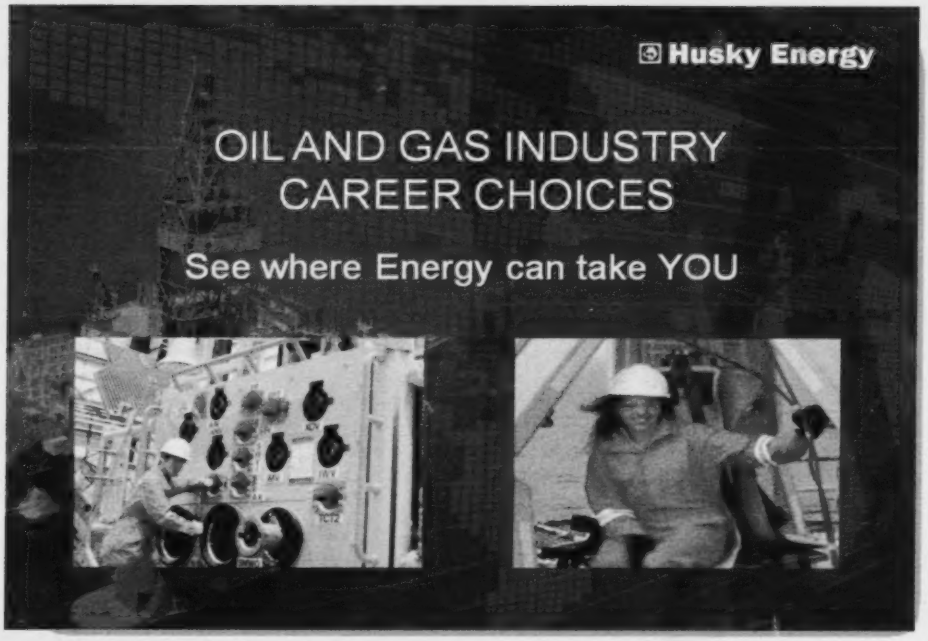
6:30 pm – 7:00 pm	Opening Comments – Judy White Grace – Innu, Inuit, Miawpuket First Nation, Labrador Métis
7:00 pm – 7:30 pm	Evening Meal
7:30 pm – 7:50 pm	Guest Speaker: Honourable Kathy Dunderdale, Minister Responsible for Status of Women
7:50 pm – 8:30 pm	-Cultural Performance by the Kilautiup Songuninga (Strength of the Drum) Inuit Drum Group -Traditional Giveaway
8:30 pm	Closing Remarks

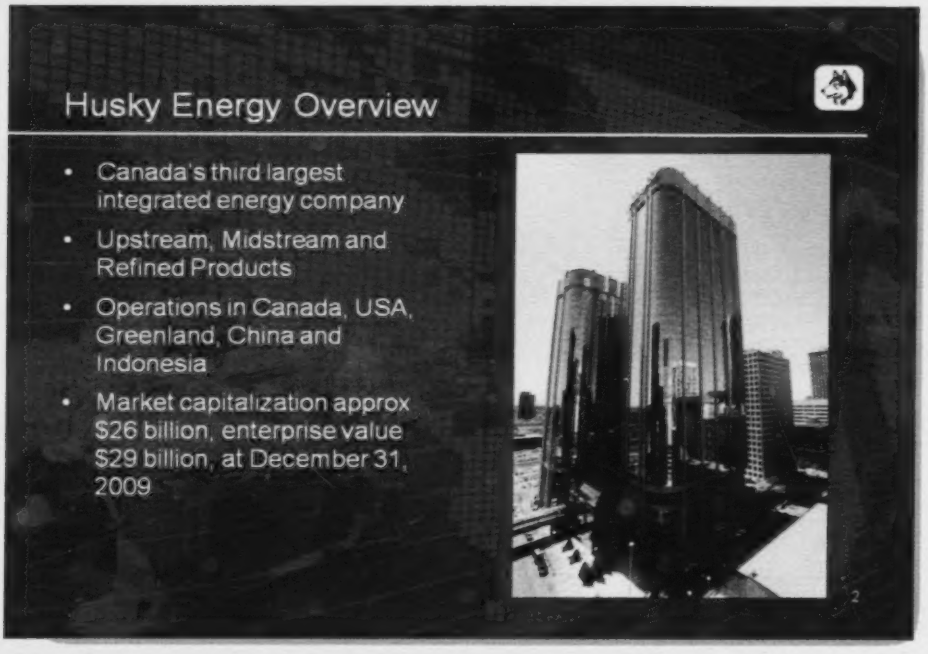
Appendix B – Steering Committee

Steering Committee

Tracy Ann Evans	Inuit
Karen Miller	Urban Aboriginals
Marie Eastman	NAWN
Melita Paul	Labrador Metis
Olivia Joe	Miawpukek First Nation
Kanani Penashue	Innu Nation
Marlene Farrell	Federation of Newfoundland Indians
Theresa Evans	Department of Labrador and Aboriginal Affairs
Dianne Rowsell	Women's Policy Office
Judy White	Conference Facilitator

Appendix C – Margaret Allen
Husky Energy:
Oil and Gas Industry Career Choice


Husky Energy
OIL AND GAS INDUSTRY
CAREER CHOICES
See where Energy can take YOU


Husky Energy Overview
• Canada's third largest integrated energy company
• Upstream, Midstream and Refined Products
• Operations in Canada, USA, Greenland, China and Indonesia
• Market capitalization approx $26 billion, enterprise value $29 billion, at December 31, 2009

Offshore Petroleum Industry – A Newfoundland Success Story

- Three world class producing oil fields offshore Newfoundland and Labrador
  - Hibernia
  - Terra Nova
  - White Rose
- Hebron oil field in early design phase
- Collectively employ over 3400 people onshore and offshore.
- Approximately 700 people are based on five separate offshore facilities on any given day.

3

Offshore Facilities

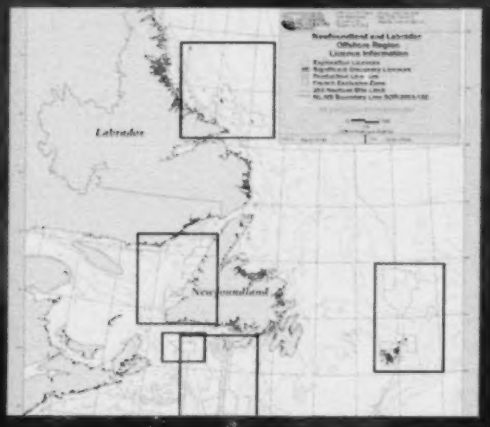
Terra Nova FPSO

SeaRose FPSO

Hibernia Platform

4

Newfoundland and Labrador offshore region



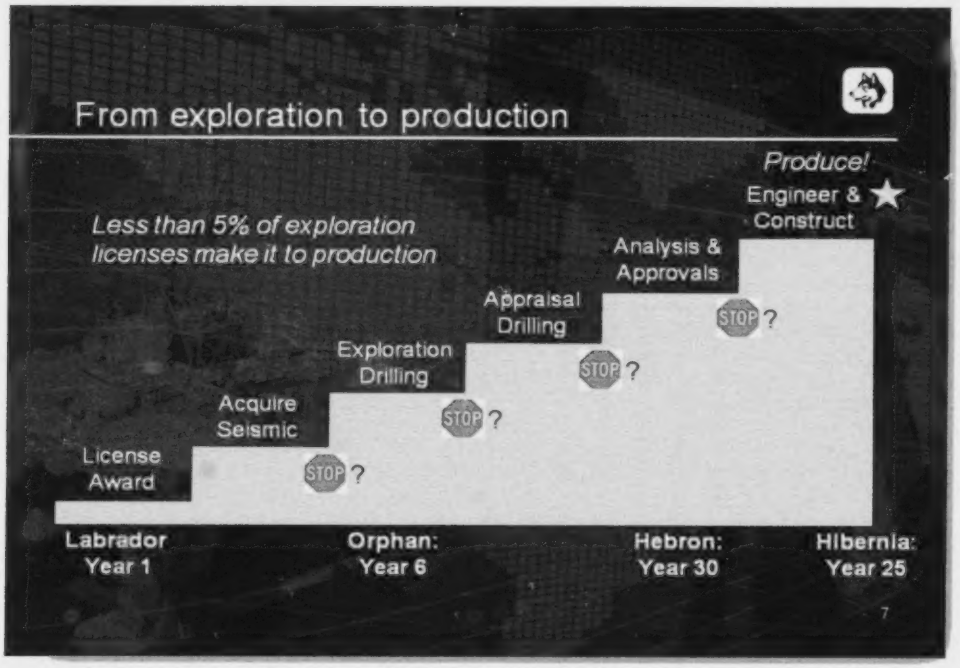
5

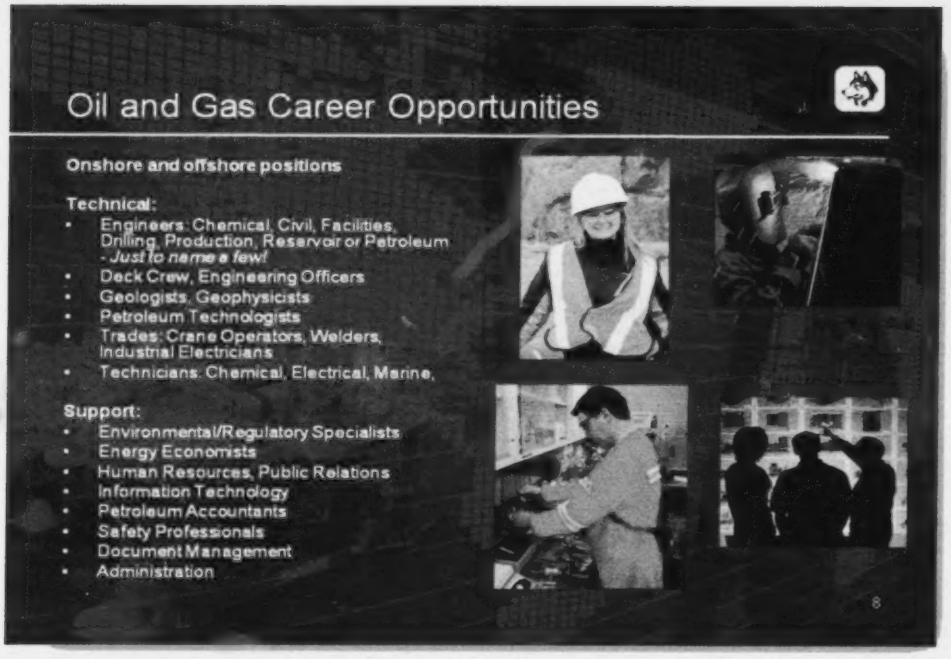
New Frontiers

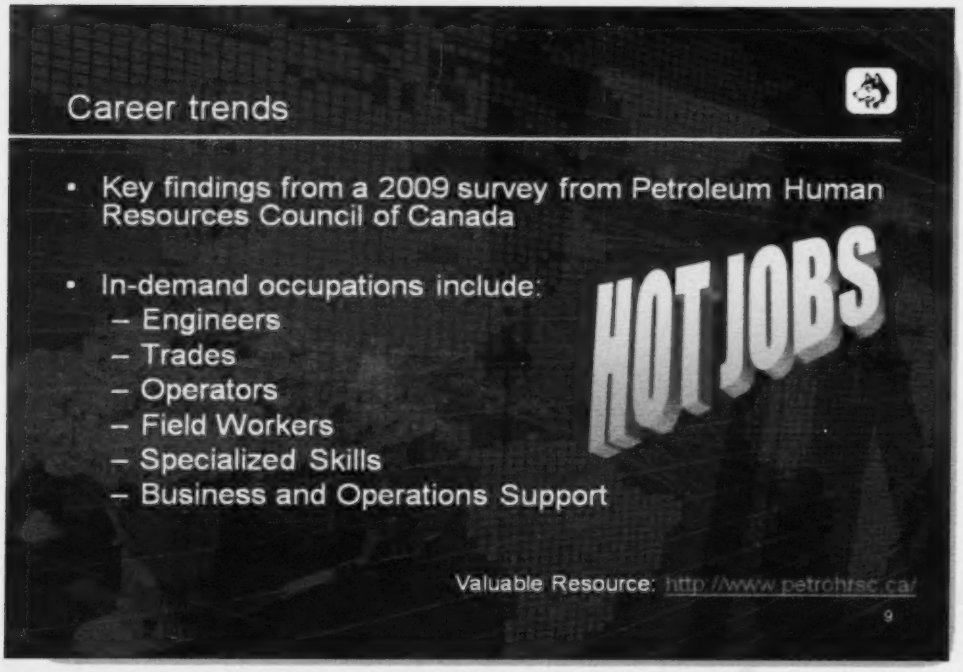
- Development potential off Labrador and beyond
- Several companies preparing for seismic operations off Labrador
- Activity ongoing in Greenland

Labrador Offshore

6


From exploration to production
Produce!
Engineer & Construct
Less than 5% of exploration licenses make it to production
Analysis & Approvals
Appraisal Drilling
Exploration Drilling
Acquire Seismic
License Award
STOP ?
Labrador Year 1
Orphan: Year 6
Hebron: Year 30
Hibernia: Year 25
7


Oil and Gas Career Opportunities
Onshore and offshore positions
Technical:
Engineers: Chemical, Civil, Facilities, Drilling, Production, Reservoir or Petroleum - Just to name a few!
Deck Crew, Engineering Officers
Geologists, Geophysicists
Petroleum Technologists
Trades: Crane Operators, Welders, Industrial Electricians
Technicians: Chemical, Electrical, Marine,
Support:
Environmental/Regulatory Specialists
Energy Economists
Human Resources, Public Relations
Information Technology
Petroleum Accountants
Safety Professionals
Document Management
Administration
8


Career trends
• Key findings from a 2009 survey from Petroleum Human Resources Council of Canada
• In-demand occupations include:
– Engineers
– Trades
– Operators
– Field Workers
– Specialized Skills
– Business and Operations Support
HOT JOBS
Valuable Resource: http://www.petrohrsc.ca/
9

Academic Requirements
Engineering
• Undergraduate degree
• Disciplines : Civil, Mechanical, Ocean and Naval Architecture, Electrical, Computer or Process
• Professional designation (PEG-NL)
MEMORIAL UNIVERSITY
Newfoundland & Labrador, Canada
Geosciences
• Minimum undergraduate degree in geology, geophysics or in some cases, physics or math
• Professional designation (PEG-NL)
Business Services
• Various qualifications and industry experience and knowledge required
• Accounting
• Purchasing
10

Academic Requirements - Technical

Technicians
2 year diploma programs , technical courses

Technologists
2 and 3 year college diploma programs

Trades
Certificate of Apprenticeship and/or Certification of Qualification

11

Academic Requirements - Marine Careers

Marine Institute

Diplomas of Technology
- Marine Engineering
- Marine Engineering Systems Design
- Marine Environmental,
- Nautical Science,
- Naval Architecture

Technician Diplomas: Remotely Operated Vehicles (ROV)

Degrees:
- Bachelor of Maritime Studies,
- Bachelor of Technology

Qualifications regulated by Transport Canada

12

Summary

- Shortages of skilled people means opportunities will exist:
  - Construction phase to production phases
  - Offshore and onshore
  - Technical and support positions
- Industry offers excellent career opportunities for a range of skills and abilities
- Diversity plans required for future developments
- Post-secondary education is essential!

For more info:

www.careersinoilandgas.ca

www.huskyenergy.com/careers

13

End of Presentation

14

Appendix D – Judy Lynn Archer

WBF WOMEN BUILDING FUTURES
SHE WORKS

ABORIGINAL WOMEN IN TRADES

One Path To The Good Life

Presenter: JudyLynn Archer
President & CEO

WBF WOMEN BUILDING FUTURES
SHE WORKS

WHY TRADES?

- Keeps you fit without buying a gym membership
- You can dress in jeans everyday
- You can leave the makeup at home
- You don't have to do your hair
- You will be stronger, more confident and earn more money than most of your friends

WBF WOMEN BUILDING FUTURES
SHE WORKS

SPEAKING OF MONEY...

Prior to Program

- average monthly income **$1,660**
- average total value of assets **$2,750**

2 Years Following Program

- average monthly income **$4,249**
- average total value assets **$120,500**

My son wrote a paper about his mom being a welder. He's pretty proud!

WBF WOMEN BUILDING FUTURES
SHE WORKS

THE CHALLENGES

- Lack of awareness, confidence, experience
- Lack of trade skills & workplace culture preparedness
- It can be a tough, dirty working environment
- You must be able to function well in a man's world
- Women must be 'better than' in order to be seen 'as good as'
- Mobility is sometimes/often required
- The trades are not for everyone!

WBF WOMEN BUILDING FUTURES
SHE WORKS

ABOUT WOMEN BUILDING FUTURES

- We recruit, train and place women into construction jobs
- Our student success rate is 90% or higher, consistently
- We built the first trades training facility for women in Canada
- Women from across Canada enter our program

WOMEN BUILDING FUTURES

SHE WORKS

OUR APPROACH TO TRAINING

- Career Decision-Making Workshop
- Training
- skill training
- safety certification, fitness, nutrition
- workplace culture preparation
- math, science, English
- Coaching & support
- Job placement
- Job retention support

WOMEN BUILDING FUTURES

SHE WORKS

OUR TRAINING PROGRAMS

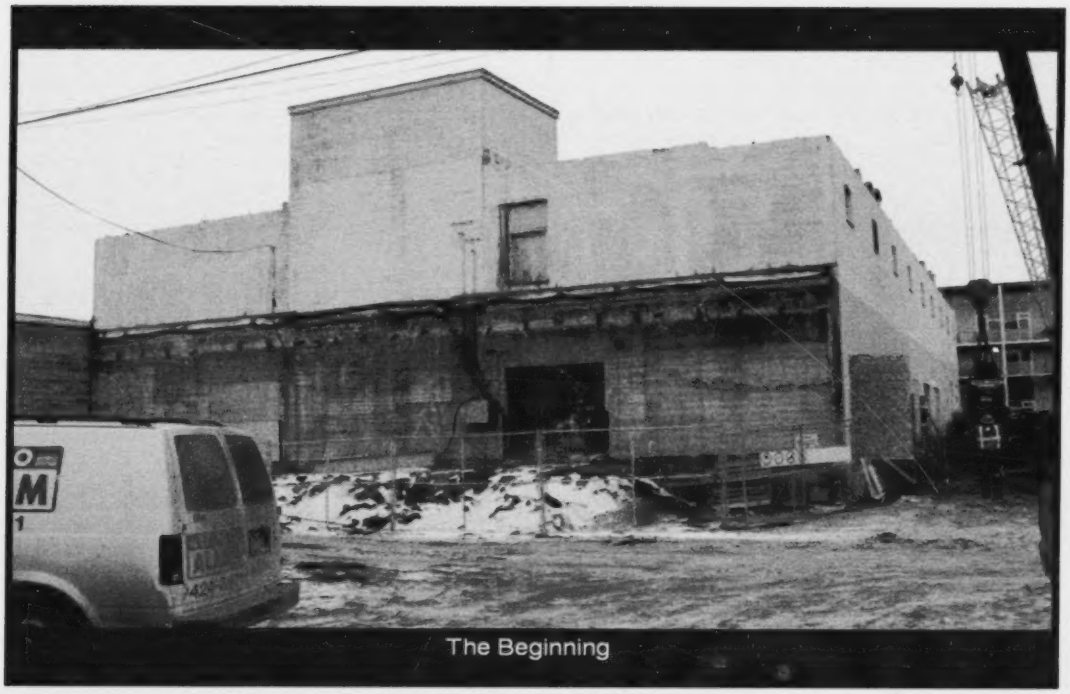
Pre-Trades Training Program

- Welding, Boilermaker
- Pipefitting/Steamfitting, Plumbing
- Electrical and Carpentry
- Sheet Metal
- Crane Operating

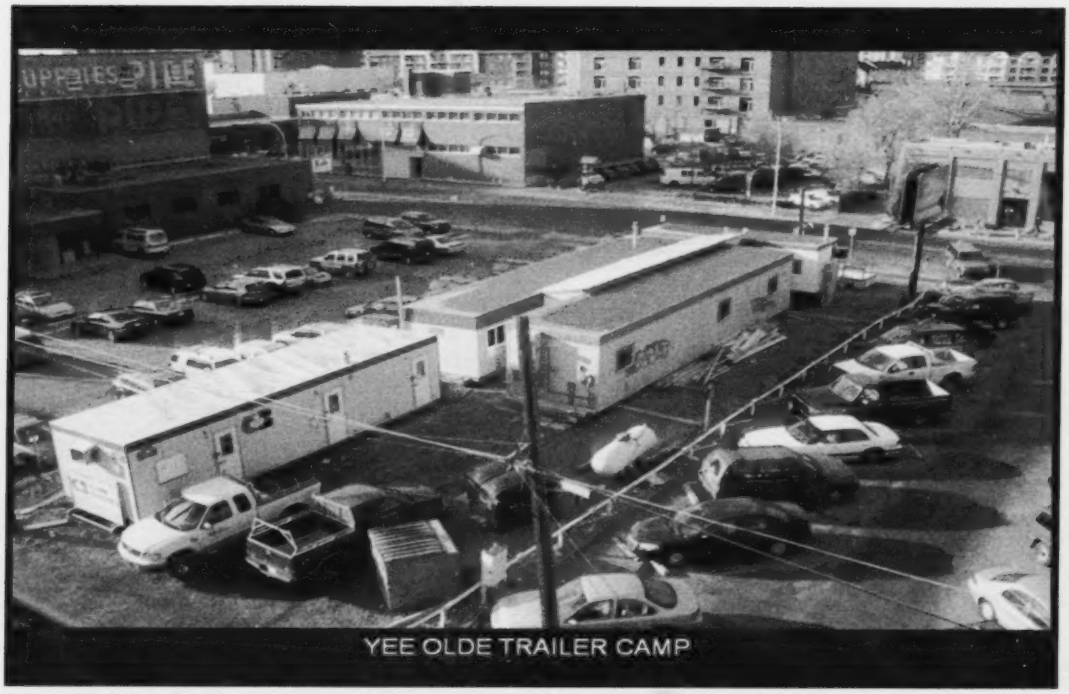
Heavy Equipment Operator Training Program

- heavy equipment (6)

WELDING CLASS



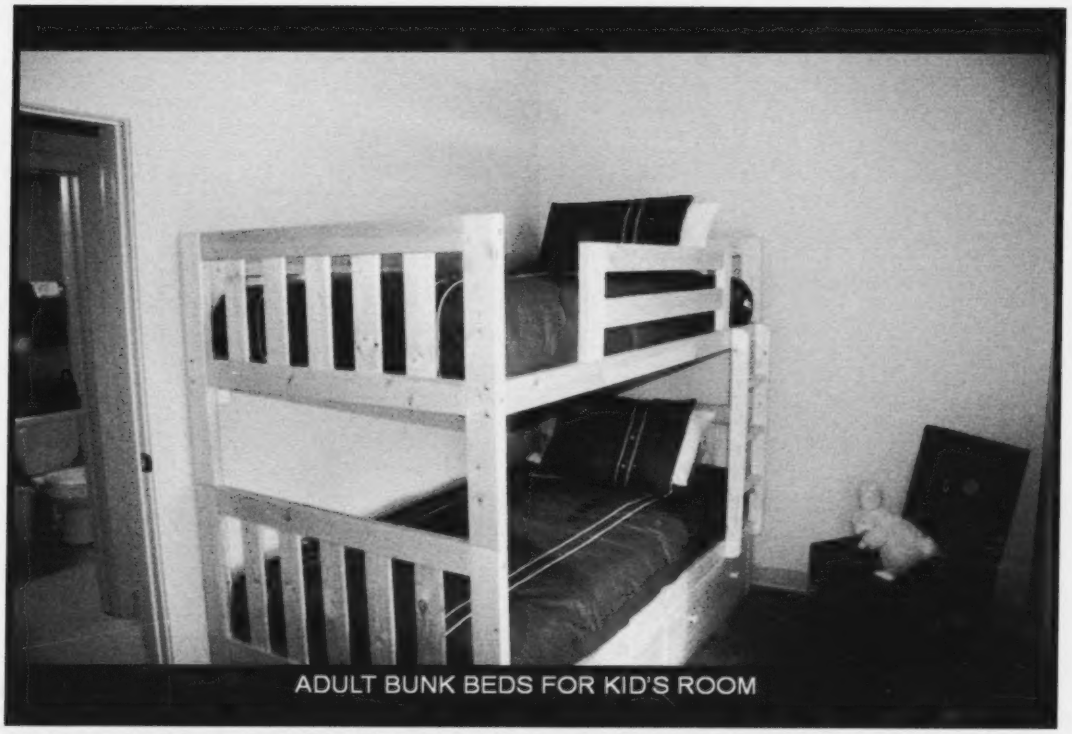
The Beginning



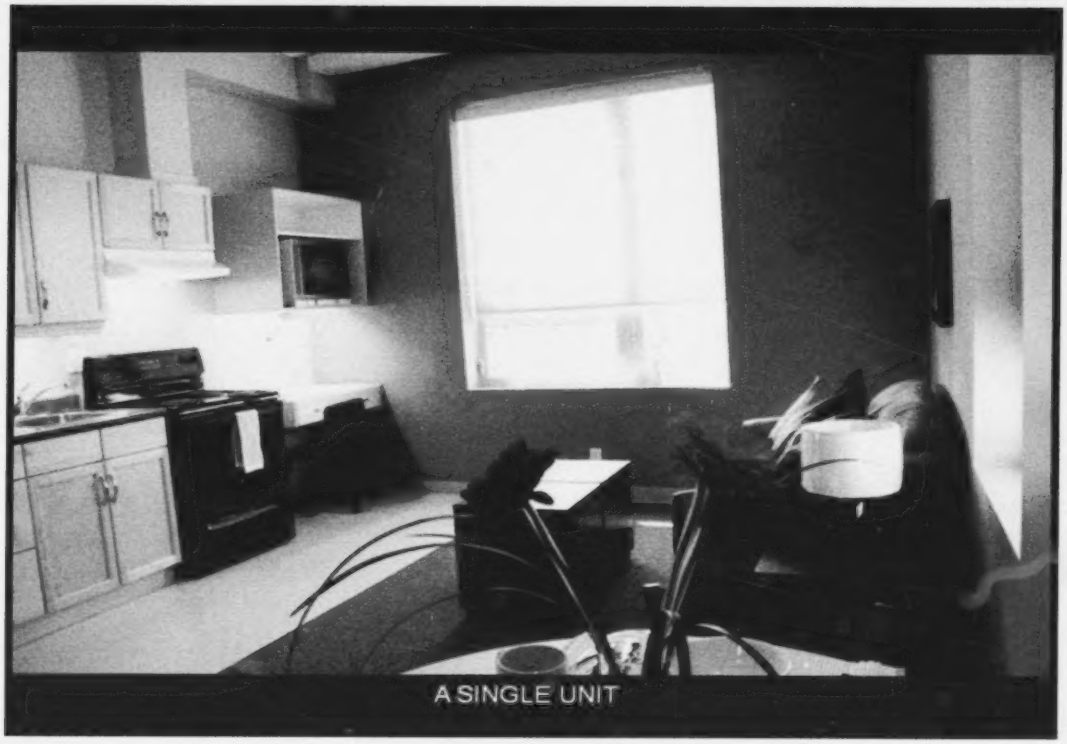
YEE OLDE TRAILER CAMP

FINISHED!

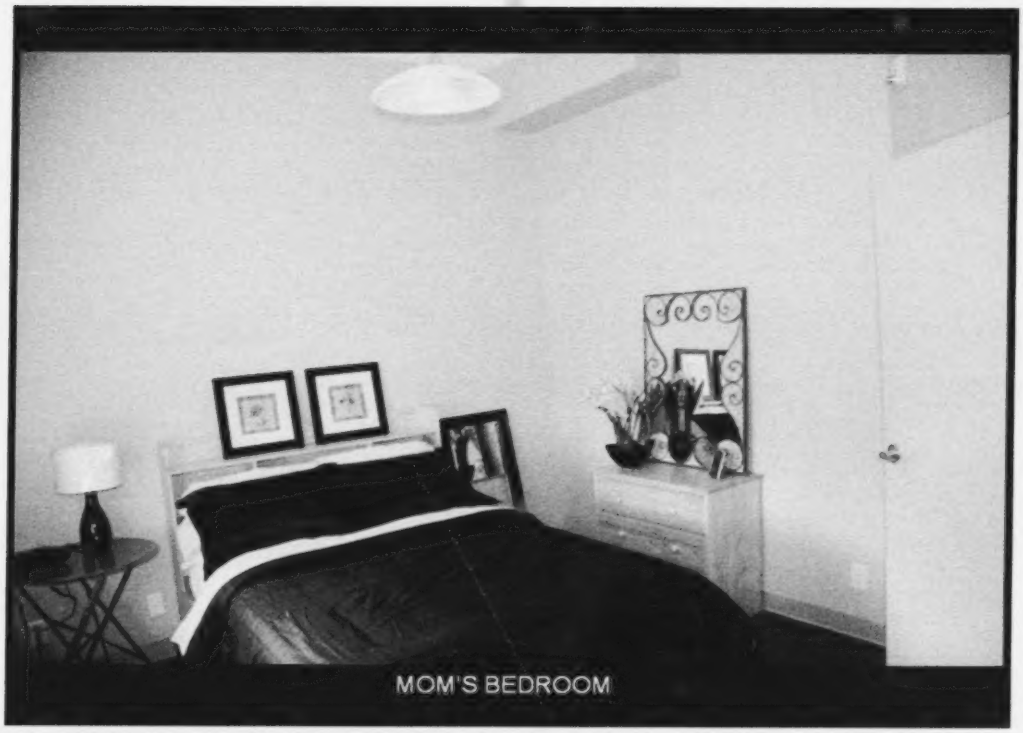
LIVING ROOM



ADULT BUNK BEDS FOR KID'S ROOM



A SINGLE UNIT



MOM'S BEDROOM

KITCHEN

WBF WOMEN BUILDING FUTURES
BHE WORKS

WE SEEK WOMEN WHO FIT THIS DESCRIPTION

- Can do / no quitter attitude
- Likes working with hands
- Physically fit
- Emotionally tough
- No substance abuse issues
- Strong work ethic
- No fear (or can hide it well!)

AIRBORNE

WBF WOMEN BUILDING FUTURES
SHE WORKS

ABORIGINAL TRADESWOMEN ROCK

They are tough
They are hard workers
They are in demand

Is This YOUR Path to Opportunity?

WBF WOMEN BUILDING FUTURES
SHE WORKS

CONTACT US

WOMEN BUILDING FUTURES
780.452.1200
www.womenbuildingfutures.com

Appendix E –Maria Moran
Nalcor: Aboriginal Training Initiatives In Labrador

Labrador Aboriginal Training Partnership

March 23, 2009

nalcor energy

LOWER CHURCHILL PROJECT

Safety Moment

- Six tips to improve road awareness
  - Avoid Multi-Tasking
  - Enjoy the View
  - Keep It Clean
  - Be (more) courteous
  - Lights On (in the daytime)
  - Take Care of Your Car

Overview

- Nalcor Energy Overview
- The ASEP Program
- Labrador Aboriginal Training Partnership (LATP)
- Employment Opportunities

LOWER CHURCHILL PROJECT

nalcor energy

Corporate Structure

LOWER CHURCHILL PROJECT

nalcor energy

The Aboriginal Skills Employment Partnership (ASEP) Program

- Federally funded program to facilitate the training and employment of Aboriginal Peoples in major economic industries in Canada
- Designer to support multi-year training-to-employment strategies
- Formal partnerships between industry and Aboriginal organizations
- Compliments AHRDA by delivering large scale, job specific training

LOWER CHURCHILL PROJECT

nalcor energy

ASEP Success Stories

Deana Chalifoux

Joey Farrar

Leah Keeper

LOWER CHURCHILL PROJECT

nalcor energy

What is the Labrador Aboriginal Training Partnership (LATP)?

- A non-profit entity incorporated under the federal ASEP program
- A partnership between
  - Nalcor Energy – Lower Churchill Project
  - Innu Nation
  - Nunatsiavut Government
  - Labrador Metis Nation
- Provides $30 million in funding for Aboriginal Peoples in Labrador
- Goal is to train over 250 Aboriginal Peoples

LOWER CHURCHILL PROJECT

nalcor energy

LATP and Aboriginal Women

- Can increase the involvement of female workers in the province's labour market
- Provides training specifically targeted for prospective female workers
  - Orientation to Trades and Technology
  - Women at Risk Programs
- The provincial government has committed $200,000 per year for 2010 and 2011 to the LATP specifically for the training and employment of female workers

LOWER CHURCHILL PROJECT

nalcor energy

LATP Contact Information

- For more information about LATP, please contact:

Labrador Aboriginal Training Partnership
324 Hamilton River Road
Happy Valley-Goose Bay
P.O. Box 1000, Station C
A0P 1C0

Toll Free:1-877-896-5006
Phone: 709-896-3500
Fax: 709-896-3506
Email: admin@latp.ca

www.latp.ca

LOWER CHURCHILL PROJECT

nalcor energy

Community Employment Opportunities

- Heavy Equipment Operators
- Administrative positions with townships/band councils
- Firefighter
- Etc.

LOWER CHURCHILL PROJECT

nalcor energy

Lower Churchill Project
Example Opportunities

Description	Peak
Construction Trades Helpers and Labourers	255
Heavy Equipment Operators (Except Crane)	150
Truck Drivers	155
Heavy-Duty Equipment Mechanics	136
Carpenters	132
Industrial Electricians	97
Ironworkers	65
Construction Millwrights	48
Crane Operators	37
Drillers and Blasters	29
Land Survey Technologists and Technicians	21
Electrical Power line and Cable Workers	18

LOWER CHURCHILL PROJECT

nalcor energy

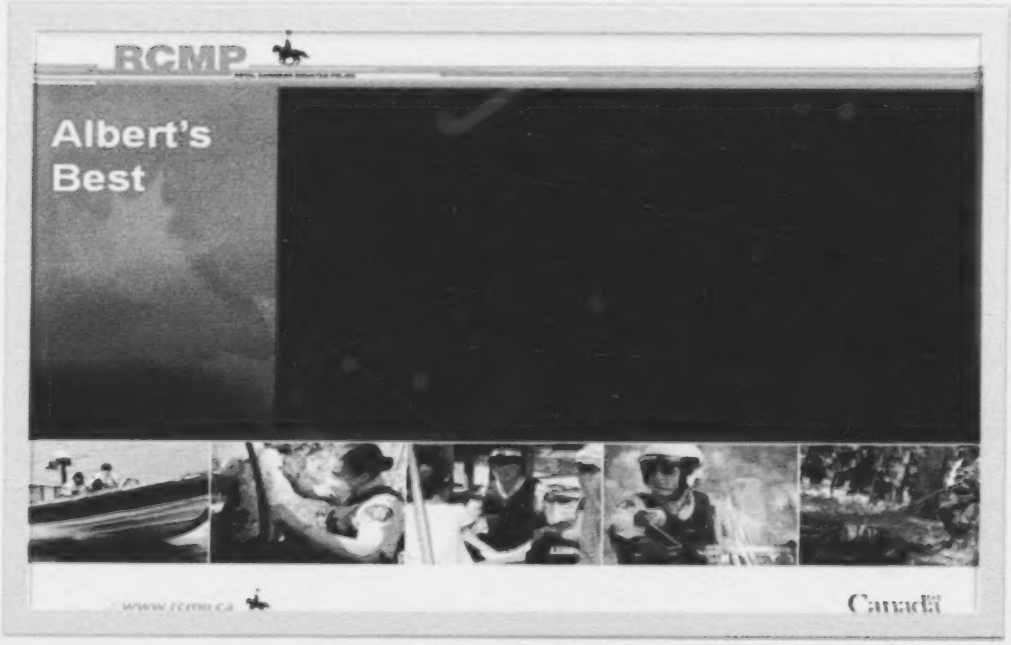
Questions?

LOWER CHURCHILL PROJECT

nalcor energy

Appendix F –
Cst. Clarie Gregory
Female Aboriginal Recruitment with the RCMP

RCMP
We're Hiring!
A CAREER
NOWHERE NEAR
ORDINARY
JOIN THE RCMP
www.rcmp.ca
Canada


RCMP
Albert's
Best
www.rcmp.ca
Canada

RCMP

Basic Requirements

- Canadian citizenship
- Proficiency in English **OR** French
- CDN HS diploma (or equiv.)
- Valid Canadian driver's license
- 18 years or older
- Good character
- Meet medical/health standards
- Physically fit
- Willing to relocate anywhere

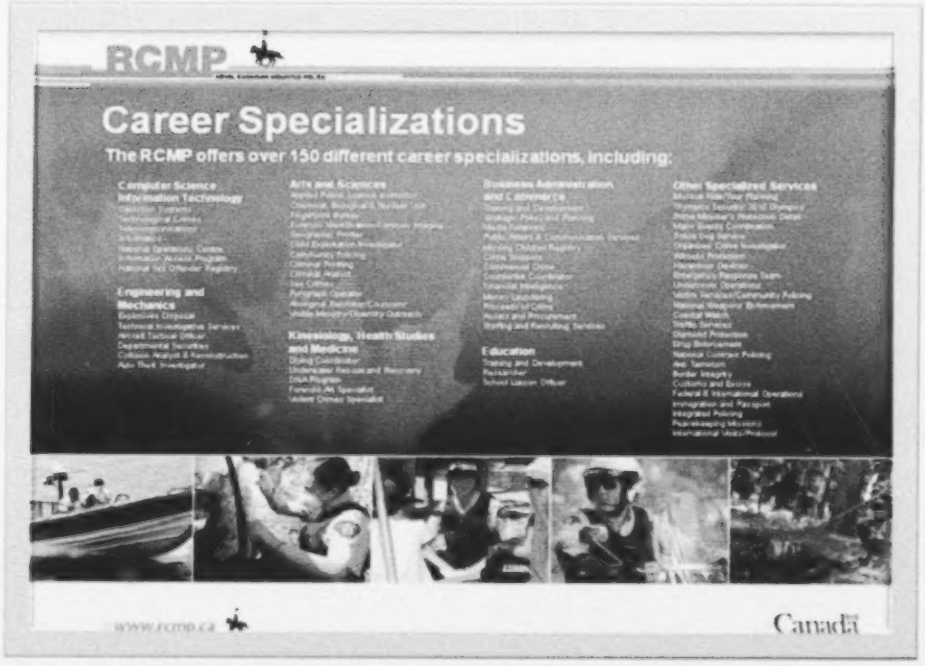
RCMP

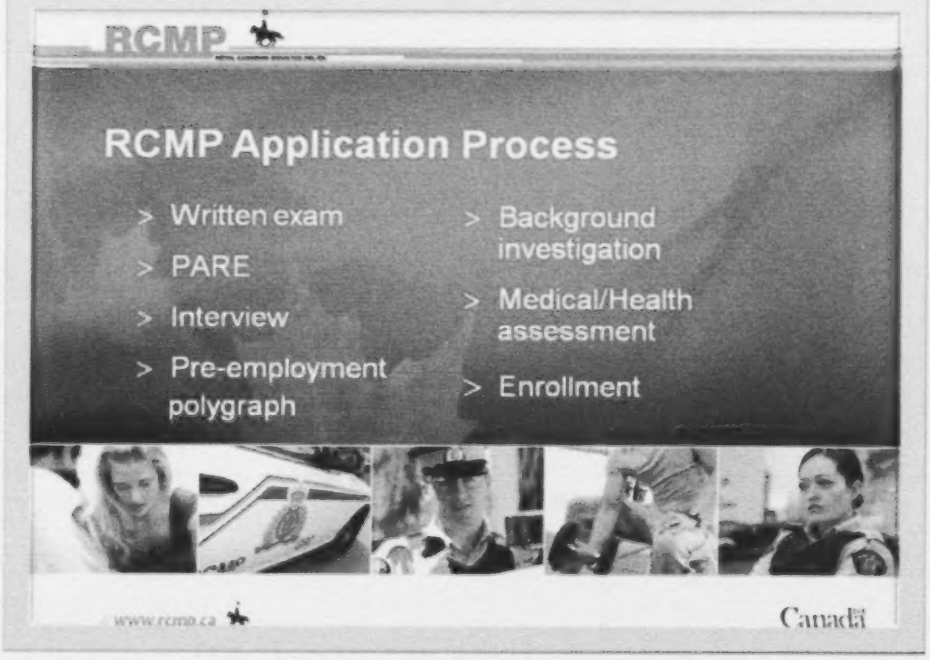
Rewards

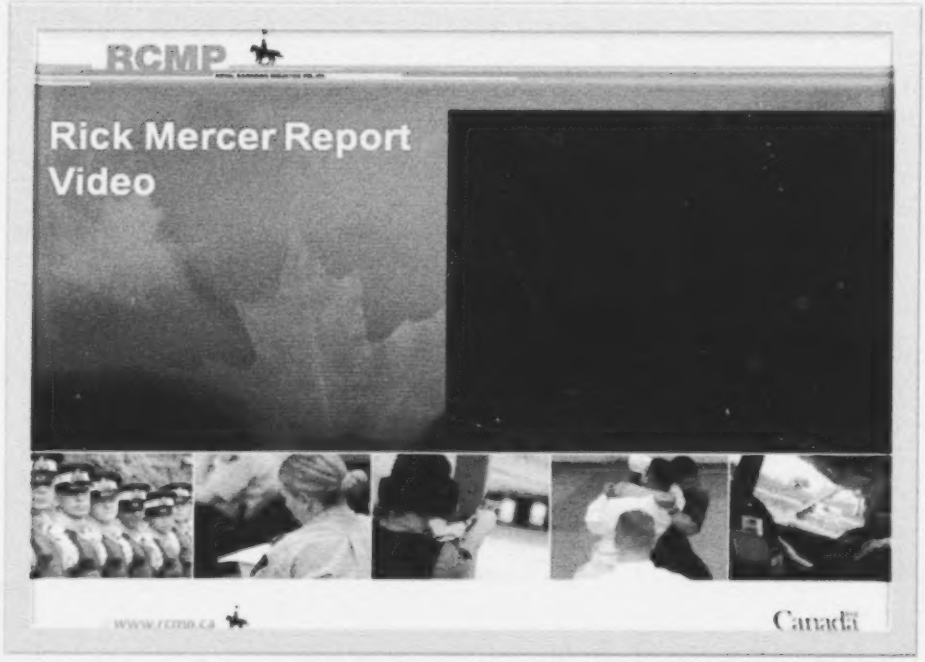
- Salary - $46,003 to $74,539
- Training - $500/week cadet recruiting allowance (max $12,000)
- Benefits - Competitive pension, medical & dental plans, vacation and parental leave (93%)
- Career Advancement - Training, new responsibilities, challenges and eligible for rank promotion after seven years
- MEAP/CID
- Vacation – 3–6 Weeks depending on Years of Service

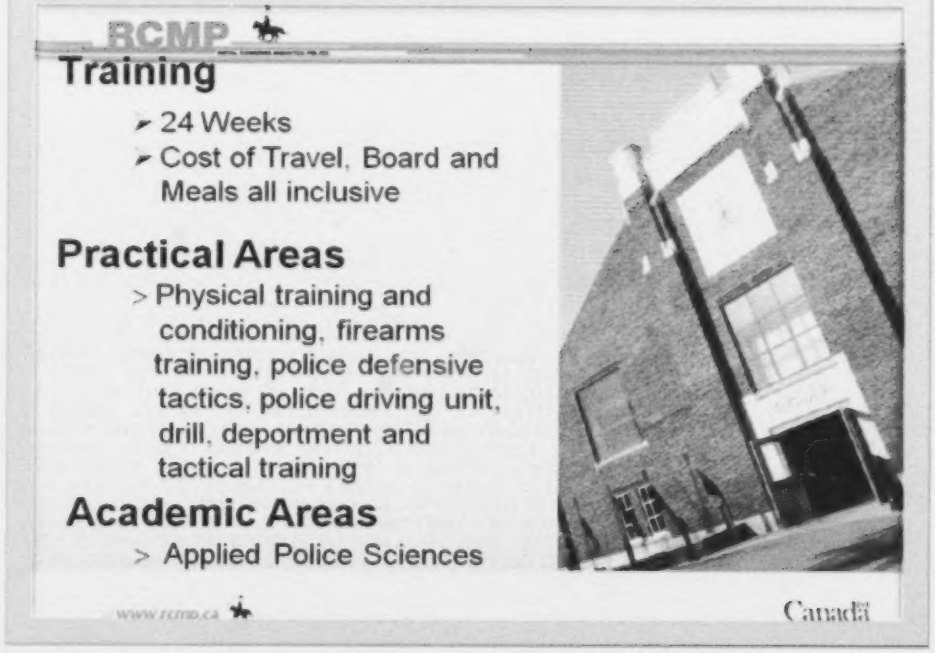
www.rcmp.ca

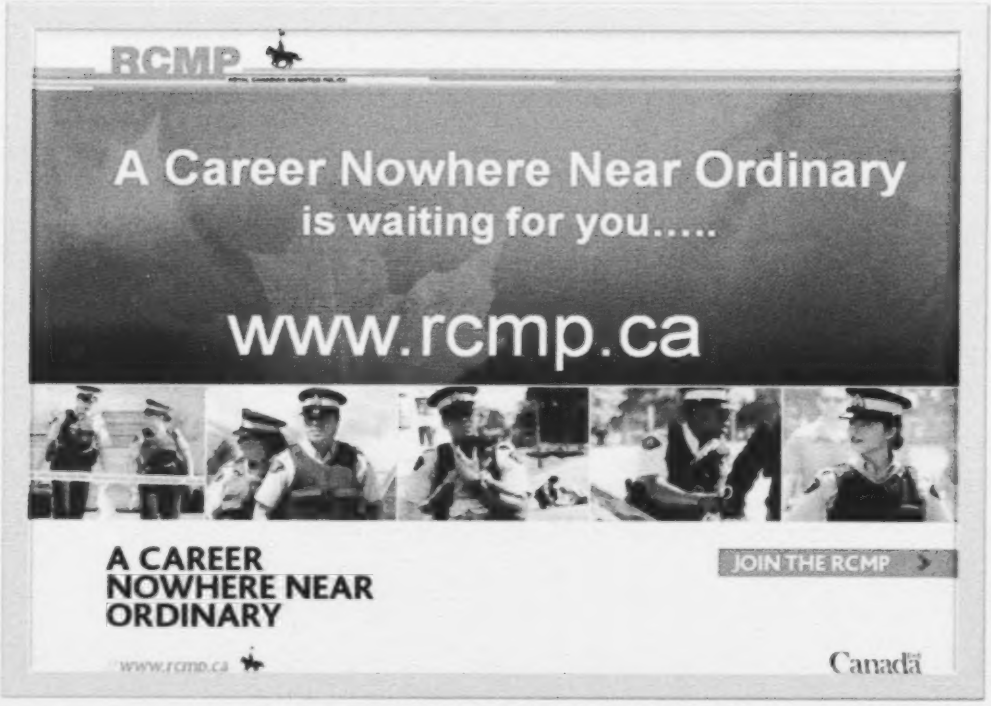
Canada


RCMP
Career Specializations
The RCMP offers over 150 different career specializations, including:
Computer Science Information Technology
Engineering and Mechanics
Explosives Disposal
Technical Investigative Services
Aircraft Tactical Officer
Departmental Securities
Collision Analyst & Reconstruction
Auto Theft Investigator
Arts and Sciences
Aboriginal Awareness Coordinator
Community Policing
Criminal Analysis
Criminal Profiling
Kinesiology, Health Studies and Medicine
Diving Coordinator
Underwater Rescue and Recovery
Dive Physician
Forensic Art Specialist
Violent Crimes Specialist
Business Administration and Commerce
Strategic Policy and Planning
Public Affairs & Communications Services
Missing Children Registry
Crime Stoppers
Commercial Crime
Coordinator Coordinator
Financial Intelligence
Money Laundering
Proceeds of Crime
Project and Procurement
Staffing and Recruiting Services
Education
Training and Development
Researcher
School Liaison Officer
Other Specialized Services
Aerial Fire/Traffic Patrolling
Olympic Security (2010 Olympics)
Prime Minister's Protective Detail
Major Events Coordination
Police Dog Services
Organized Crime Investigator
Witness Protection
Hazardous Devices
Emergency Response Team
Undercover Operations
Victim Services/Community Policing
National Weapons Enforcement
Coastal Watch
Traffic Services
Diplomat Protection
Drug Enforcement
National Common Policing
Air Services
Border Integrity
Customs and Excise
Federal & International Operations
Immigration and Passport
Integrated Policing
Peacekeeping Missions
International Visits/Protocol
www.rcmp.ca
Canada


RCMP
RCMP Application Process
> Written exam
> PARE
> Interview
> Pre-employment polygraph
> Background investigation
> Medical/Health assessment
> Enrollment
www.rcmp.ca
Canada


RCMP
Rick Mercer Report
Video
www.rcmp.ca
Canada


RCMP
Training
24 Weeks
Cost of Travel, Board and Meals all inclusive
Practical Areas
> Physical training and conditioning, firearms training, police defensive tactics, police driving unit, drill, deportment and tactical training
Academic Areas
> Applied Police Sciences
www.rcmp.ca
Canada


RCMP
A Career Nowhere Near Ordinary
is waiting for you.....
www.rcmp.ca
A CAREER
NOWHERE NEAR
ORDINARY
JOIN THE RCMP
www.rcmp.ca
Canada

Appendix G – The Path to Success
Odelle Pike

Path to Success Involving Opportunities for Aboriginal Women

Facilitated by
Odelle Pike

Path to Success

- Aboriginal women face many unique challenges. These may be the result of isolation, a legacy of hardship and abuse and a lack of opportunities.
- Today, Aboriginal Women are using their resourceful multi-tasking skills in the business world. The path to success is a difficult one but the results have multiplying effect. Aboriginal women are coming forward as business leaders with integrity.

Benefits of being in Business

- Building and maintaining a successful business can be a very rewarding experience.
- For some Aboriginal Women, a home base business allows them to earn a living while raising a family.
- Other Aboriginal women said that being in business gave them the opportunity to contribute something unique to the marketplace. Carvers, doll makers and tour operators are among the Aboriginal women who said that the demand for their products gave them a great source of pride in their cultures and their own talents.
- Aboriginal women said that they were able to give jobs to other women in their community, and eventually some became role models and mentors for women just starting out in business.

How do I know if I am ready?

- Know your strengths and weakness
- It is important to be organized.
- Have a plan for all the demands and challenges before you start.
- Weigh all the benefits and challenges before you start
- Once you have all the above completed and the decision is made

GO FOR IT!!!!!!

Things to ask yourself before you start a Business

- Am I ready for the responsibility?
- Am I a self –starter, a leader and a good manager?
- Do I stick to the jobs I start?
- Am I a good organizer and can I keep records?
- Do I like people?
- Can I live with uncertainty?

How much cash do I need to contribute?

- When starting a business, it is best to contribute as much of your own money as possible. At least 15 to 20 percent of the total value of the business is required from the owner by most financial institutions and government programs before additional assistance is considered

How much cash do I need to contribute? Continued

- It is also important to consider the time and energy personally invested in start up. This is known as "sweat equity" and can be calculated as part of the overall personal investment.

How do I develop my product or idea?

- Many kinds of services and products can be made into a business. Crafts, food, clothing, cleaning, childcare, construction, bookkeeping, personnel management, manufacturing and Internet graphic design are all areas of business.
- If you are not exposed to a thriving business environment and do not have examples in your family or community of successful businesses, you may wonder how to recognize a business opportunity. It is often just a question of where to begin.

How do I develop my product or idea? Continued

- There is no end to the possibilities if you use your imagination

What do I like doing for myself and for others?

- This question is the key to the success of any business.
- If you are thinking about starting a business, you should first think about what you like to do. Maybe you like to sew and take pride in the reaction of others to your work. Maybe you like to buy and sell and could open a retail store in your community or in a nearby city.
- Whatever the reason for starting a business, it is important to look forward with eagerness to the next business day.

What is a business plan?

- A business plan is a written document that describes:
- the purpose of the business;
- the customers the business will attract;
- the personal abilities and skills the owner brings to the business;
- the necessary facilities and location; and
- the financial plan from business start-up and beyond.
- A business plan is a requirement of any financial institution.

Why is a business plan necessary?

- The purpose of a business plan is to help you thoroughly plan your business. The business plan should set goals, guidelines and milestones. It describes how your business will operate.
- By establishing milestones in your business plan, you can compare your actual results against what you predicted in your plan. This will help you identify problems before they become unmanageable and help you to keep your business on track

Why is a business plan necessary? Continued

- A thorough business plan demonstrates that you have a complete, organized and factual plan. This may help convince investors, bankers, government agencies or other financial sources that you have a sound business concept, worthy of their investment.

How do I develop a business plan?

- It is important that when you are thinking about starting a business, you can thoroughly describe what you have in mind, why you think there is a need and how much money it will cost to start up and maintain.
- Questions might include:
- Who will use the product or service?
- Is this a one-time purchase or is there potential for repeat business?
- Who are the competitors and what is the difference between that business and the one being proposed?

How do I develop a business plan? Continued

- business plan should be prepared by the owner(s) and manager(s) of the company in a way that you should be able to present it and answer any questions about it. You can include advice from outside professionals such as lawyers and accountants, but you must fully understand the contents of the plan.

How do I approach a bank?

- When a bank looks at lending money, the key factors are character, capacity, cash-flow and collateral.
- **Character** – A bank tries to evaluate your ability to manage the business. You must show that you have the expertise, skills, determination and self-confidence necessary to be a successful businesswoman.
- **Capacity** – Your business plan must be clear, structured and include all the right parts.
- **Cash-flow** – A bank wants to know your personal worth to judge your ability to repay your loan and meet your financial obligations.
- **Collateral** – Banks will ask for some investment from you as proof of your commitment

What happens if I run out of money?

- Most businesses go through periods when times are tough or business is slow. The business plan should try to predict when this may happen. Slow periods may result from seasonal changes. There are times when circumstances are not within your control.

What are the benefits of advertising?

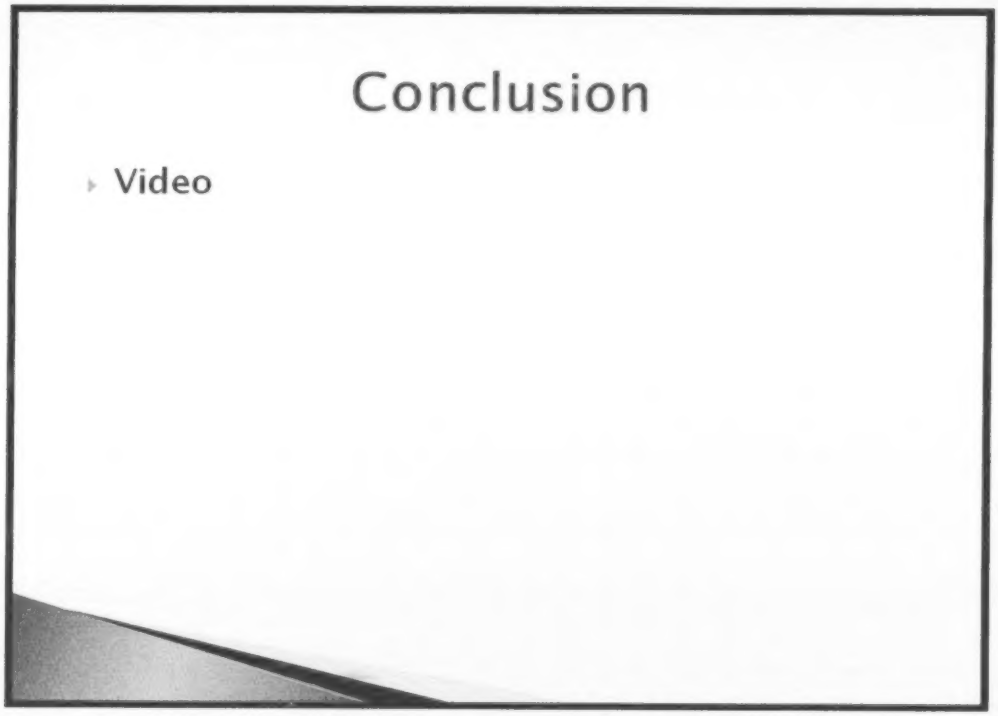
- Advertising lets people know that the business exists, what goods and services are provided, how unique the product is, the value of the product to the customer, etc.
- Advertising can take many forms, such as newspaper, radio and television ads, flyers and posters and the Internet. Advertising can help you get more customers.
- It is important to start small and to be realistic. If your business claims it can deliver a certain product, it is important that this is true. Otherwise, advertising can backfire and do more harm than good.

How do I develop and maintain a good customer base?

- It is important to create a profile of your customers, who they are and what they expect to receive for their money. It is important to realize that the business was created to serve the customer, not the other way around.
- Good customer relations are critical to the success of any business. You may enjoy working with customers and making them happy, but employees or staff working for your business may not have the same good will. Staff training in customer relations may make the difference between the success or failure of the business.

How much time is it going to take to run my own business?

- Business is not a nine-to-five job. Even after the business is closed for the day, there may be books and records to keep, work to finish, preparations for the next business day, staff worries, cash-flow problems, etc. In addition, depending on the business, you may need to attend gatherings and functions to network and promote the business


Conclusion
Video

Appendix H – Erin Keough
Women in Resource Development Corporation

WOMEN IN RESOURCE DEVELOPMENT CORPORATION

Dare to be Different

WOMEN IN RESOURCE DEVELOPMENT CORPORATION

Who We Are

- Non-profit organization,
  - Advance economic equality of women in our province
  - Promote equitable participation of women in skilled trades and technology in the natural resource industry

WOMEN IN RESOURCE DEVELOPMENT CORPORATION

History

- Established in 1997
- Concerns of under-representation of women in the natural resource and trades/technology industries
- Inadequate training, recruitment, retention and occupational integration of women
- Incorporated in 1999
- Charitable Arm ERC 2003

WOMEN IN RESOURCE DEVELOPMENT CORPORATION

The Business Case for Equity

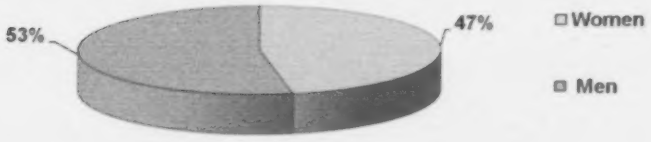
- A recent update to the Newfoundland and Labrador Skills Task Force Report forecasts the potential peak employment demand for major projects to approximately 9000 person years in 2014/2015

- Many of these projects will require workers with the same skilled trades and will compete with each other and with other projects across Canada

WOMEN IN RESOURCE DEVELOPMENT CORPORATION

Statistics

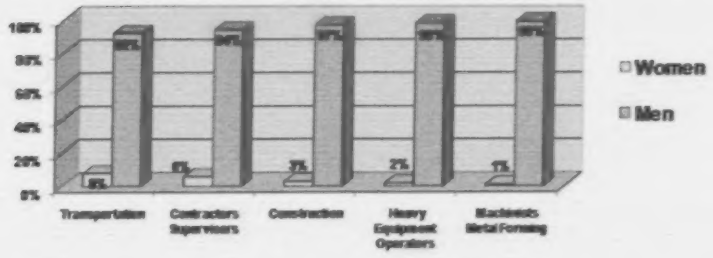
Percentage of Men and Women in NL's Workforce



WOMEN IN RESOURCE DEVELOPMENT CORPORATION

Statistics

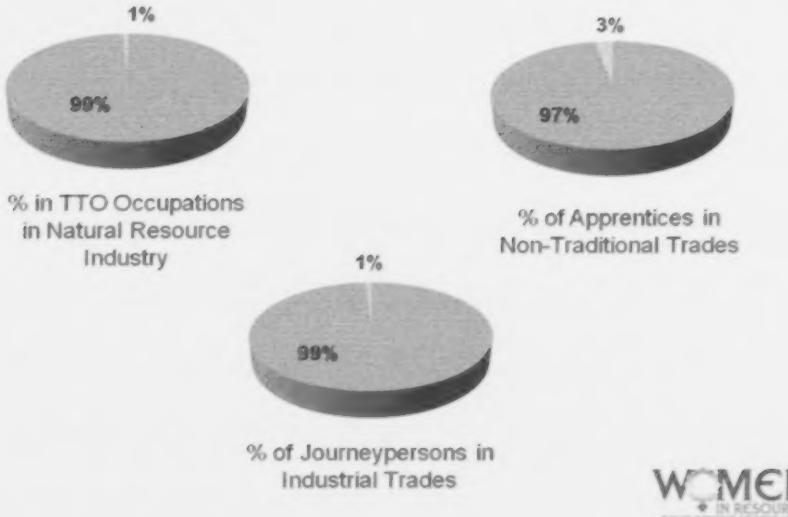
Percentage of Men and Women in High-Paying Non-Traditional Occupations



- *Approximately 2% of all employed women in the province are working in high-paying non-traditional occupations*

WOMEN IN RESOURCE DEVELOPMENT CORPORATION

Statistics



WOMEN IN RESOURCE DEVELOPMENT CORPORATION

Access to Training and Career Opportunities

- Lack of information on/encouragement to pursue TTO training and career opportunities
- Lack of female role models

WOMEN IN RESOURCE DEVELOPMENT CORPORATION

What We Do

- Career Counselling
  - Needs analysis
  - Labour market analysis
  - Job search identity
  - Identify funding for training
  - Identify training opportunities

What We Do

- Programs
  - Orientation to Trades and Technology (OTT)
  - Techsploration
  - Girls Exploring Trades and Technology (GETT)
  - Group Learning for Outgoing Women (GLOW)
  - Girls in Renewable Energy & Alternative Technologies (GREAT)

OTT ORIENTATION TO TRADES AND TECHNOLOGY

Age: 19+
Partners: Service Canada, HRLE, Aboriginal Training Partnership

WOMEN IN RESOURCE DEVELOPMENT CORPORATION

OTT

- 24 week program
- Delivered by College of the North Atlantic
- Program Outline
  - Academic
  - Essential Work Skills
  - Personal Development
  - Hands-On Training
  - Exploration of the Natural Resource Sector
  - Workplace Experience

WOMEN IN RESOURCE DEVELOPMENT CORPORATION

6 months, role models, worksite tours, techsplorers event
Age: Grade 9
Partners: Industry Sponsors, Department of Education, NSERC

Five day camp in community, 6-10 girls, build and race Go-Kart
Age: Grade 6
Partners: ConocoPhillips, Fasteners Plus, NSERC, CNA

Age: 17+
Partners: Marine Institute, Fire Commissioner's Office, NSERC

WOMEN IN RESOURCE DEVELOPMENT CORPORATION

GREAT

GIRLS in RENEWABLE ENERGY and ALTERNATIVE TECHNOLOGIES

5 day camp
Learning about alternate energy sources & construct alternate source
Age: Grade 7
Partners: Department of Environment and Conservation

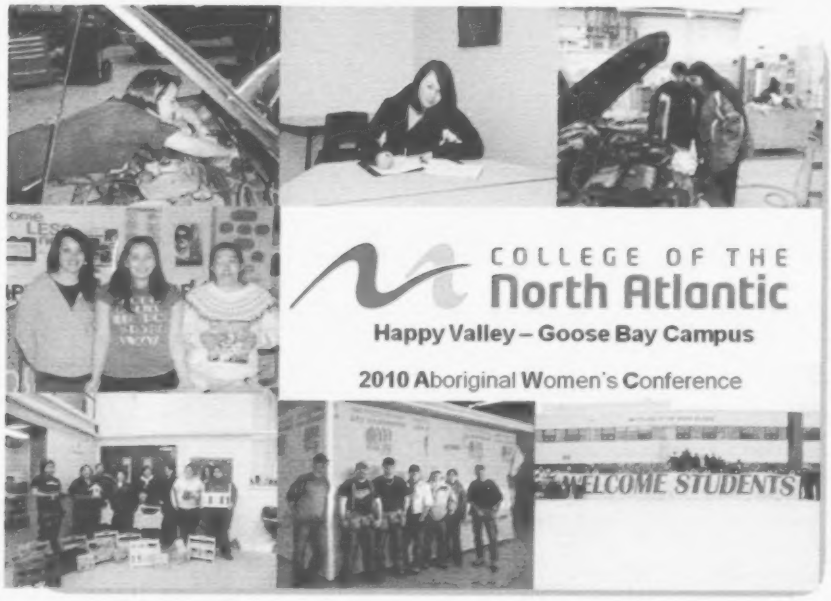
WOMEN IN RESOURCE DEVELOPMENT CORPORATION

The Skilled Labour Shortage: An Opportunity for Solutions

- The forecasted skilled labour shortage is an opportunity to move forward in new directions

WOMEN IN RESOURCE DEVELOPMENT CORPORATION

Appendix I – Bernice Tracey
Education and Training Opportunities at the College of the North Atlantic inHappy Valley Goose Bay



College of the North Atlantic

- 17 campuses
- 100 full time programs
- 300 courses
- Full Programs delivered through Distributed Learning

College of the North Atlantic

Campus Information

- Six Learning Centers; Nain, Natuashish, Hopedale, Rigolet, North West River and Port Hope Simpson
- Makkovik – ABE offered part time
- Nunatsiavut Social Work program is being offered through MUN at our campus.

College of the North Atlantic

College Programs
Customized Training
Aboriginal Initiatives

College of the North Atlantic

Adult Basic Education

- Level I
- Level II and III
- Provides Academic Upgrading for Grade 12 Equivalency

College of the North Atlantic

Aboriginal Bridging Program

- One year program designed for Aboriginal students to ensure they have the necessary skill level to enter college level programs. The focus is on both academic and personal skill development. Was offered as a pilot 2009 – 2010. Recently approved to be offered as a regular College program.
- Aboriginal content

College of the North Atlantic

Comprehensive Arts & Sciences College Transition

Designed to:

- Meet entrance requirements to a specific college program.
- Upgrade academics for high school/ABE graduates and mature students
- Clear deficit in one academic area for entrance into CAS Transfer: College-University and at the same time complete 4 University Courses per semester
- Can be used to meet MUN's entrance requirements.

College of the North Atlantic

Comprehensive Arts & Sciences Transfer: College - University

Benefits Include:

- Credits transferable
- Friendly learning environment
- Small class size
- Savings of money $$
- Qualified dedicated faculty
- Easy and efficient registration process
- Learner Services Office
- Study closer to home
- Residence accommodations
- Daycare facilities

College of the North Atlantic

Transfer Courses include...

- English
- Math
- Psychology
- Business
- Physics
- Labrador Society and Culture

- Chemistry
- Biology
- Science
- Sociology
- Folklore
- Women's Studies

College of the North Atlantic

Other Programs

Community Studies

- Transfer to UCB and complete one year receive a Degree in Community Studies
- Transfer to Lakehead University and complete one year and receive a Bachelor of Social Work.

First Year Engineering Technology (FYET)

Petroleum, Chemical, Electrical, etc.

One year at marine Institute and receive a Bachelor of Technology

Other MOUs visit : www.edu.gov.nl.ca/edu

College of the North Atlantic

Community and Corporate

- Contract Training
- Continuing Education

College of the North Atlantic

Community Based Delivery

- Heavy Equipment Operation
- Early Childhood Education
- Office Administration
- Crane Operator
- Home Support Worker

College of the North Atlantic

Partnerships – Aboriginal Groups

- Conservation Officer
- Environment Monitor
- Nursing
- Office Administration
- Orientation to Trades & Technology (OTT)
- Career Exploration for Women (CEW)
- Social Work

College of the North Atlantic

Aboriginal Initiatives/Services

- Inuit Education Coordinator
- Aboriginal Support Person
- Aboriginal Resource Specialist
- Cultural Awareness Workshop
- Aboriginal Initiatives Team
  - Aboriginal Bridging Program
  - Aboriginal Leadership Certificate
  - Aboriginal Education Policy
  - Aboriginal Resource Centre
  - Aboriginal Student Association
  - Contract with Health Canada
  - Multimedia approach to ABE in NWR
  - An Elders Project in conjunction with the Friendship Centre
  - Abstract for ACCC conference on Aboriginal education in Labrador

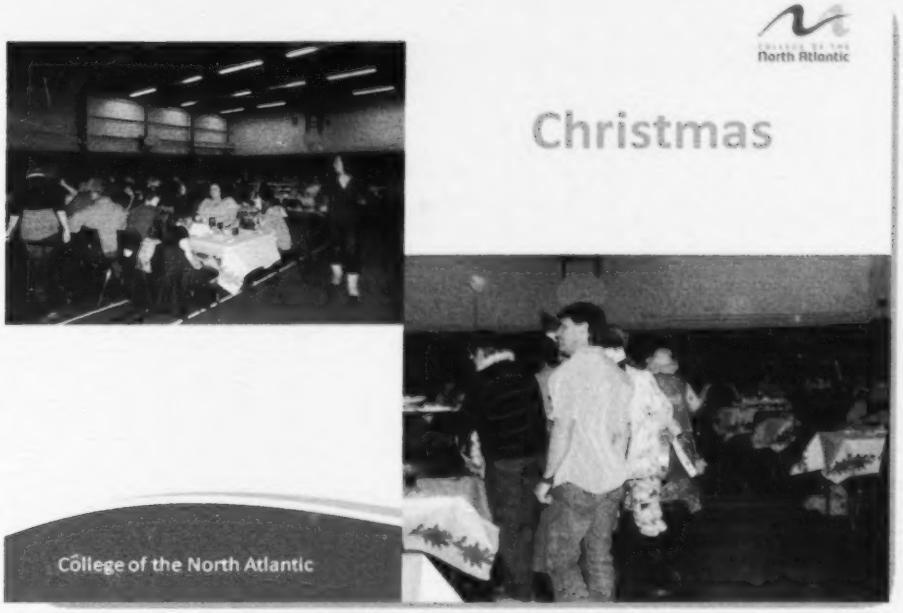
College of the North Atlantic

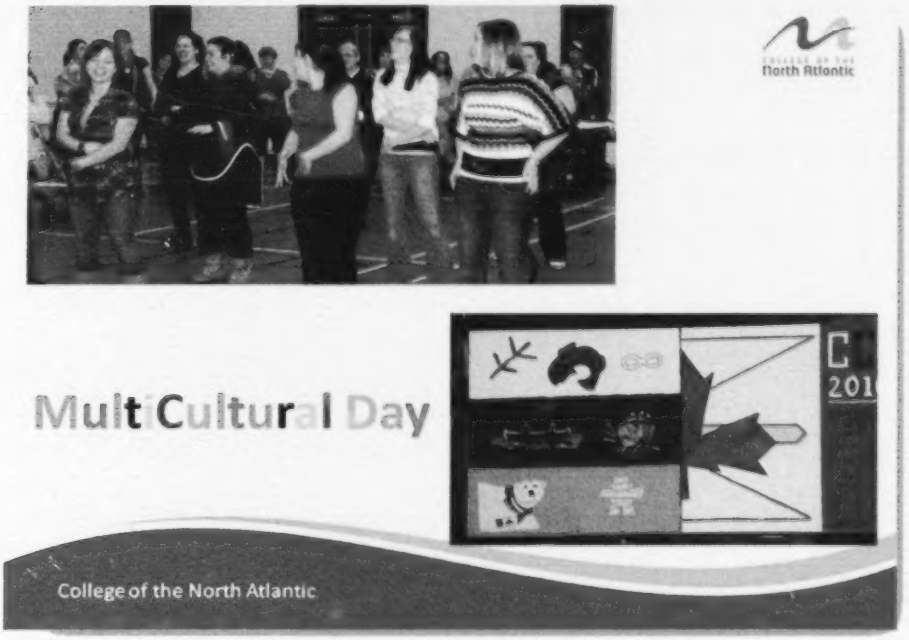
Learner Services
Happy Valley-Goose Bay

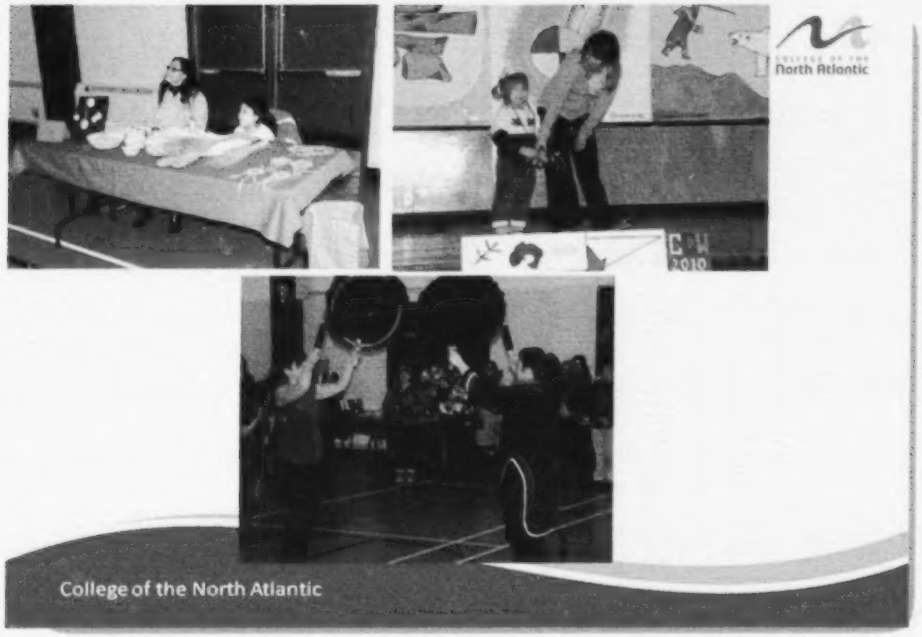
- Aboriginal Support
- Disability Services
- Employment Services
- Individual/Group Counseling
- Peer Tutoring
- Residence (Singles/ Family)
- Daycare
- Student Council/ Committees
- Library
- Access to Computers
- Learner Success Centre
- Aboriginal Resource Centre
- Recreation

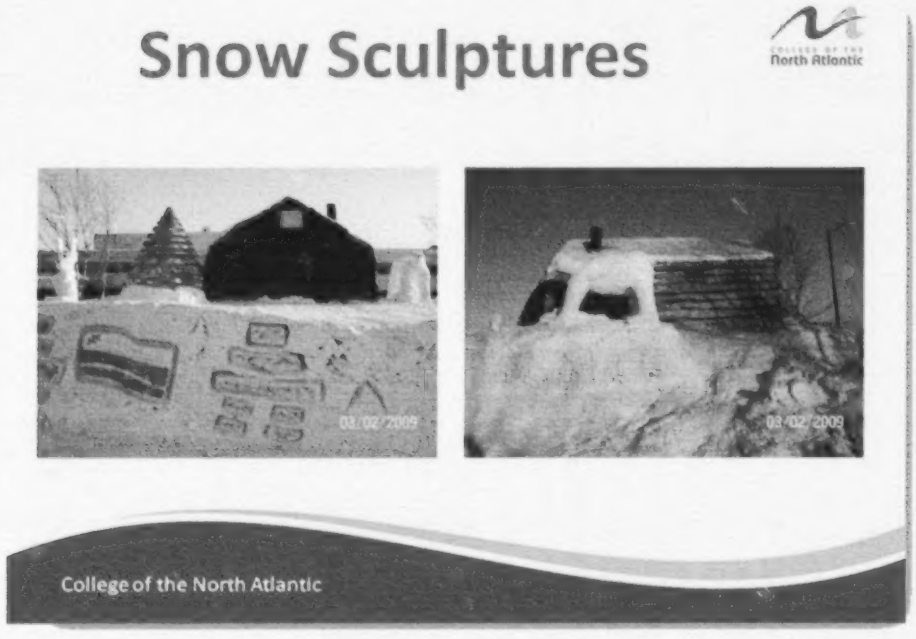
Shinerama

College of the North Atlantic


North Atlantic
Christmas
College of the North Atlantic


North Atlantic
MultiCultural Day
College of the North Atlantic


College of the North Atlantic


Snow Sculptures
College of the North Atlantic

Carnival Day – Ice Fishing

College of the North Atlantic

Student / Staff Soccer Game

College of the North Atlantic

Spring Recruitment

College of the North Atlantic

Aboriginal Resource Centre

College of the North Atlantic

Thank-you!
Tshinaskumitin!
Nakummek!
Wela'lin!

College of the North Atlantic

Appendix J
Minister Dunderdale's Speech

SPEAKING NOTES
Hon. Kathy Dunderdale, Minister Responsible for the Status of Women
Aboriginal Women's Conference Banquet
Anchor Room, Battery Hotel
March 23rd, 2010 6:30 pm

- Good evening Elders, delegates from our Aboriginal communities, and invited guests. It's a pleasure to be here this evening in my capacity as both Minister for Natural Resources and Minister Responsible for the Status of Women.
- First of all, I want to congratulate Judy White, Dianne Rowsell and the Steering Committee for planning this conference and its focus on *The Path to the Good Life - Evolving Opportunities for Aboriginal Women in Newfoundland and Labrador.*
- Back in 2006, our government sponsored the first Aboriginal women's conference in Happy Valley Goose Bay.
- Since that first conference, this annual event has provided a wonderful opportunity for us all to work together to advance realistic and pragmatic solutions to advance the socio-economic conditions for Aboriginal women in Newfoundland and Labrador.
- This conference has always respected the critical distinctions that exist between Aboriginal peoples in this province. These distinctions may be language, culture, geography, governance structures or urban and rural and remote realities.
- The steering committee members planning the conferences have always been guided by principles of consensus, equality, partnerships, inclusion and the recognition of the full diversity of Aboriginal peoples in this province.
- I am also pleased our partners in resource development, tourism, our enforcement agencies and training organizations are participating to share vital information about the emerging opportunities for women in Newfoundland and Labrador.
- This is particularly important at this time of unprecedented economic growth in the history of our province.
- To ensure our continued economic and social prosperity, it is crucial that all Newfoundlanders and Labradorians have the opportunity to benefit from the sectors that are driving our economy.
- This includes our Aboriginal peoples. It is also vital that both Aboriginal men and women have an equal opportunity to succeed as our prosperity grows.
- The reality is, unfortunately, that nationally most Aboriginal women experience greater barriers and poorer economic outcomes than Aboriginal men and non-Aboriginal women.
- Also troublesome is the discrepancy in income levels. The average national income of Aboriginal women in 2005 was 27 per cent less than that of men. This reflects the concentration of Aboriginal women in lower-paying professions. Nearly 60 per cent or Aboriginal women work in sales, service and administrative occupations.
- It is essential therefore that Aboriginal women are given every opportunity to pursue educational and employment opportunities – opportunities in their

communities and in non-traditional occupations, such as trades, science and engineering, or in the world of business and leadership.

- We have experience in this province an increase in women entering the skilled-trade industry in Newfoundland and Labrador. In 2010, most fall under the categories of carpenters, pipefitters and welders. In Labrador West, there has also been significant training for women in heavy equipment operation.
- Still, we have a very low volume of women in other skilled trades, such as industrial instrument mechanics, metal fabricators and motor vehicle repair.
- Aboriginal women can be successful in all of these areas. And they can be successful as entrepreneurs. But they need the same economic opportunities as their male counterparts.
- That is why we have raised the bar in every major aspect of our offshore and other resource developments so that our industry partners automatically consider under represented groups in their employment and business access planning.
- Our resource sector is a major contributor to our economy. It is up to this sector to be the example of a workforce that is all inclusive and reflective of the population.
- Our government is committed to supporting Aboriginal women in pursuing educational, employment and business opportunities, including those in your communities.
- We are working closely with our federal partners to advance opportunities to ensure economic development initiatives support, advance and fully integrate Aboriginal women and Aboriginal women entrepreneurs into the economy.
- Our government recently asked Ottawa to ensure there would be equal training access for women in the new $15 million training partnership agreement between Nalcor Energy and Aboriginal communities in Labrador.
- This training program will address historic disadvantages to education experienced by Aboriginal peoples in Labrador, and it will set the stage for their further participation in resource development opportunities in Labrador for Aboriginal peoples, including women.
- Our government shares your goal of increasing the employment opportunities available for Aboriginal peoples.
- We have asked the Public Service Secretariat to advance a government-wide plan to increase the participation of historically under represented groups in our workforce, including Aboriginal peoples, women and immigrants.
- Our plan is to continue to build a public service that promotes equality of opportunity for all people. This vision of our public service is being built on principles of inclusive citizenship. We understand that all people possess a wealth and variety of talents and experience that can enhance the economic and social development of the province and their communities.
- As a Minister of Natural Resources, I am ensuring that we have a more gender inclusive and representative workforce within the department.
- Our work as an employer, however, is not enough. We all know the importance of our offshore developments for the province's continued economic well-being. Last year we reached a major milestone when our three producing offshore fields produced the province's one billionth barrel of oil.

- Our petroleum industry accounts for roughly 40 per cent of the province's Gross Domestic Product.
- Investment in the offshore continues to grow. The 2008 land sale attracted new and existing players to the offshore, demonstrating that industry has confidence in the prospectively of our basins with a total of 132 million dollars in work commitments.
- I am pleased that our partners in industry are making promising moves towards advancing targeted programs for women, Aboriginals and other underrepresented groups in the province.
- Companies are beginning to recognize that a skilled and representative workforce is critical to the long-term success of our resource industries and the continued growth of the economy.
- In our 2007 Energy Plan, we committed to the development of a highly-qualified workforce that would be able to meet the employment needs associated with future resource developments. This plan offers guidance for government and industry partners in regards to employment diversity.
- We now require proponents of large-scale projects within our regulatory jurisdiction to include employment plans for women.
- These plans ensure full access to employment opportunities for women through the creation of a more inclusive work environment.
- I am proud of the Gender Equity and Diversity Program included in the Hebron and Hibernia South Agreements. These programs ensure the development of employment plans and business access strategies for women, including Aboriginal women.
- The gender equity and diversity plans will have quantifiable objectives and goals that support the creation of a representative and capable workforce. These plans will be part of the development plan for the projects and they represent a new era in our province's industry.
- The information you gain at this conference may help you pursue opportunities in your communities and elsewhere in the province.
- Women have the opportunity to play a key role in the development and success of our resource sectors.
- Since 2006, we have invested more than $50 million into the skilled trades in the areas of apprenticeship, science and technology, programming, training and infrastructure, and to support females in the skilled trades.
- In November 2007, we launched a promotional campaign called *Jump Start Your Life*, aimed primarily at junior high school female students to encourage them to register for one or more courses in the new *Futures in Skilled Trades and Technology* high school program.
- Our government is investing $13 million in this program to engage students in a variety of activities associated with technology and skilled trades.
- Females currently represent 25 per cent of enrolment in six new high school courses that have been developed. More than 70 schools throughout the province are now offering these courses, supported by 20,000 dollars of state-of-the-art equipment at each school.

- We are also entering into innovative partnerships with trade unions. The International Brotherhood of Electrical Workers is helping female electricians become certified, while the Council of Carpenters, Millwrights and Allied Workers is creating a database to register female apprentices and journeypersons province-wide and match them with employers.
- With our help, the path to economic prosperity is leading to a brighter, healthier and more prosperous future for Aboriginal women and their families and their communities.
- Thank you for inviting me to speak to you this evening, and I hope this conference turns into a wonderful learning experience for each of you and you pursue your own opportunities in your communities and in the province.

Appendix K
Minister Pottle's Speech

SPEAKING NOTES
Hon. Patty Pottle, Minister of Aboriginal Affairs
Aboriginal Women's Conference Banquet
Anchor Room, Battery Hotel
March 23rd, 2010 6:30 pm

- Good morning esteemed Elders, fellow colleagues, and invited guests. It is indeed an honour to be with you this morning.
- Before I begin, I wish to express my regrets for not being able to be with you yesterday. The Aboriginal Woman's Conference is an important gathering that I feel Government should always take part in.
- I was very pleased to see my Cabinet colleague, the Honourable Deputy Premier Kathy Dunderdale, Minister of Natural Resources and Minister Responsible for the Status of Women provide you with some valuable information during yesterday's sessions.
- Ladies, you are all strong Aboriginal women.
- You are the keepers of your culture and you are the strength in your communities. You are the advocates for "The Path to The Good Life," and in this conference we have indeed witnessed "Evolving Opportunities for Aboriginal Women." But there is more to do and I am pleased to be a part of a Government that is working to ensure that opportunities for Aboriginal women continue to grow.
- The Government of Newfoundland and Labrador is a proud supporter of Aboriginal Women's rights and continues to invest in areas that are important to your communities.
- As Minister Dunderdale stated yesterday in her address, the Provincial Government, along with the Federal Government, Nunatsiavut Government, the Innu Nation, the Labrador Metis Nation, and Nalcor Energy, recently announced a $30 million training initiative for Aboriginal women and men throughout Labrador.
- By providing training opportunities and improving the labour market for Aboriginal people in Labrador, we are not only increasing our skilled workforce, we are helping to enrich and improve the lives of many families, which will in turn improve the economic and social make-up of the communities in Labrador.
- The Provincial Government has been working in many other capacities throughout the province so that you have the tools to educate and improve your communities. In my own department of Labrador and Aboriginal Affairs, one way we are doing this is through initiatives delivered through the Suicide and Detrimental Lifestyles Program, which has annual funding of $100,000 to fund workshops. Some of these initiatives included:
    - The Newfoundland Aboriginal Women's Network (NAWN) -Choose Life - You have the Power Workshops;
    - The Labrador Metis Nation – Applied Suicide and Intervention Skills Training; and,
    - The St. John's Native Friendship Centre – Breaking Barriers Standing Strong workshops.

- Last fall I attended my first meeting of Federal, Provincial and Territorial Ministers Responsible for Aboriginal Affairs and Leaders of the National Aboriginal Organizations.
- The concerns of Aboriginal women were front and centre at that meeting, where participants agreed that a national, co-ordinated effort is required to respond to the issues of violence against Aboriginal women, and missing and murdered Aboriginal women.
- As well, In Budget 2008 my Department received approval to create a temporary policy analyst position to focus on the concerns of Aboriginal women, which is being filled by Ms. Teresa Evans. A consultative committee was also struck and has met a number of times since its inception.
- The advice we are receiving from Teresa and the Committee has been invaluable and I thank all participants for their continued engagement.
- We are meeting again next month, and I am looking forward to our discussions on violence against Aboriginal women, education and economic development.
- These are very good examples of what we are trying to accomplish in our communities and through it, I believe, this is indeed an evolution of opportunities for Aboriginal women and I look forward to further demonstration of Government's support for Aboriginal Women in the Budget next week.
- Together, I know we can accomplish many goals and we don't have to look very hard to see Aboriginal women's influence in communities. Earlier, this month, Charlotte Wolfrey was elected AngajukKâk for the community of Rigolet. Charlotte will now represent the community of Rigolet at the Nunatsiavut Assembly.
- Many of us here know Charlotte personally and the work she has done has always been for the betterment of Aboriginal women and for a better community.
- On behalf of the Government of Newfoundland and Labrador I congratulate Charlotte on her successful election.
- As well, I would like to thank Jenny Lyall for being able to be with us this morning. Mrs. Oliver, or known simply as Aunt Flossie, was indeed a strong force in her community. I understand she provided much guidance for you, your families, and many other people in the community.
- Mrs. Oliver was very proud of her children's accomplishments. The love she had for her faith, Aboriginal culture, and her music has influenced so many individuals and generations and I think I speak for everyone here, when I say we were all honoured to be part of this morning's dedication. She will be a hard act to follow, but from what I hear Jenny, you have slipped into her shoes quite naturally. I am sure soon, many of us, will be calling you Aunt Jenny.
- Ladies, thank you very much for allowing me to say a few words with you this morning. We all have much more to accomplish in the coming months and I look forward to being with you again in the near future.
- Please enjoy the rest of the conference.
- Thank you

Appendix L – Mark Shrimpton
Stantec Ltd.
Women's Employment and Diversity Plans

Women's Employment and Diversity Plans

Mark Shrimpton

Presentation to the Aboriginal Women's Conference

March 24th 2010

One Team. Infinite Solutions.

Stantec

Presentation Structure

- Introduction
- Political and regulatory agendas
- The value proposition
- The White Rose Diversity Plan
- Women's employment plans
- Conclusion

Stantec

Political and Regulatory Agendas

- Brian Peckford and the offshore oil industry
- *Atlantic Accord Implementation Acts* (1986)
- White Rose oilfield development project:
  - Women in Resource Development Committee
  - WITT Hibernia construction project report (1996)
  - White Rose review commissioner's report (2001)
  - C-NLOPB Decision Report (2001)
  - White Rose Diversity Plan (2003)

Stantec

Political and Regulatory Agendas

- New Government of Newfoundland and Labrador requirements:
  - Premier Williams and Minister Dunderdale
  - Women's Policy Office
  - Energy Plan, 2005
  - C-NLOPB Development Plan Guidelines, 2006
  - Environmental Assessment process
  - Hebron Benefits Agreement, 2008

Stantec

The Value Proposition

- Labour force shortages:
  - Skills Task Force
  - Skilled trades (including apprenticeships)
- Work environments:
  - Workplaces and sites
  - Worker accommodations
  - Work/home transitions
- Health and Safety

Stantec

The White Rose Diversity Plan

Stantec

The White Rose Diversity Plan

- The petroleum industry:
  - Conservative, male, culture
  - Few women in executive, specialist and offshore positions
- The construction industry:
  - Women comprised 2% of construction workers
  - Women comprised 5% of professional engineers

Stantec

The White Rose Diversity Plan

- Plans apply to a project, not an employer:
  - Construction and operations phases
  - Onshore and offshore
- Projects involve different:
  - Activities
  - Companies
  - Work locations
  - Working environments
  - Professions, trades and skills

Stantec

The White Rose Diversity Plan

- Different business cultures, e.g.:
  - Canada
  - United States
  - United Kingdom
  - Norway
- Union and non-union employees
- Some employees work on other projects
- Few designated group members with training and experience

Stantec

The White Rose Diversity Plan

- Introduction:
  - Requirement
  - Responsibilities
  - Format
- Approach:
  - Diversity, not just equal opportunity
  - A diversity culture
  - Small steps/large results
  - Diversity through the value chain
  - Working together
  - Working with the community

Stantec

The White Rose Diversity Plan

- Planning process:
  - Organizational requirements
  - Setting targets
  - Monitoring and reporting
  - White Rose Diversity Committee
  - White Rose diversity initiatives

Stantec

The White Rose Diversity Plan

- Topics and actions:
  - Information and communications
  - Employee recruitment and selection
  - Employee development
  - Working environments
  - Business access
  - *Community outreach*

Stantec

The White Rose Diversity Plan

- Implementation challenges:
  - Delays in implementation (other priorities, especially during construction)
  - Initial contractor fear of issue
  - Moving from *what can't be done* to *what can*
  - Developing diversity cultures takes time
  - Limited community group entrepreneurship
- Successes:
  - Corporate leadership
  - Operator, contractor, regulator and community buy-in
  - Working together

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Women's Employment Plans

- Introduction
- The project
- The planning process:
  - Selection of contractors
  - Plan responsibilities
  - Identifying and implementing targets and initiatives
  - Construction phase targets
  - Operations phase targets
  - Monitoring and reporting
- Topics and actions

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Conclusion

- A radical positive change resulting from:
  - Government intervention
  - Labour market change
- Constraints:
  - Attitudes of some
  - Small pool of skilled/interested workers
- Success requires:
  - Benefits culture and proponent leadership
  - Collective action
  - Community engagement and specialist knowledge
  - Effective and efficient regulation

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Appendix M
Bios of Speakers

Margaret Allan
Margaret Allan is the Regulatory Affairs and Administration Manager for Husky Energy's East Coast Operations. Ms. Allan has worked in the oil and gas industry in Newfoundland and Labrador since 2000 when she joined Husky Energy to work of the White Rose Oilfield Development Project.

In her current role, among other responsibilities, Margaret is responsible for the implementation of the White Rose Diversity Plan. Prior to joining Husky Energy Margaret worked for the Government of Newfoundland and Labrador in a number of senior management and executive level positions in the economic development sector.

She holds a B.A. (Honours) and a Masters in Business Administration, both from Memorial University.

Judy Lynn Archer
Judy Lynn Archer is the President and CEO of Women Building Futures, an organization that recruits, trains and places women into construction jobs. Judy Lynn believes in women's abilities, determination and strength of character, and that is especially true of the Aboriginal women she has come to know across Canada. She is thrilled to participate in this discussion about new and evolving opportunities for Aboriginal women.

The Honourable Kathy Dunderdale, Minister Responsible for the Status of Women
In both work and volunteer roles, Kathy Dunderdale has exhibited an ongoing commitment to women's issues, anti-violence and rural development in our province. Minister Dunderdale has served as President of the Newfoundland and Labrador Federation of Municipalities, Director of the Canadian Federation of Municipalities, and as President of the Progressive Conservative Party of Newfoundland and Labrador. She has worked throughout the province in the fields of community development, communications, fisheries and social work.

Following her election to the House of Assembly in 2003, Minister Dunderdale served as Minister of Innovation, Trade and Rural Development, and Minister Responsible for the Rural Secretariat and later as Minister of Natural Resources. On October 31, 2008, she was appointed Deputy Premier, Minister of Natural Resources, Minister Responsible for the Forestry and Agrifoods Agency and Minister Responsible for the Status of Women.

Ms. Dunderdale has two children and three grandsons. She makes her home in St. John's.

Cst. Claire Gregory

Cst. Claire Gregory was born and raised in Happy Valley - Goose Bay, Labrador. She is currently married and has a son. Cst. GREGORY has Inuit ancestry originating from Nain, Labrador.

Cst. Claire Gregory graduated from the RCMP Depot on March 10, 2003. When Cst. Gregory attended RCMP training, she requested to be stationed in a small, northern, aboriginal community. She was granted that request and posted to Fort McPherson, NWT.

Fort McPherson is a G'wichin Dene First Nations community with about 1,200 people. The community is situated above the Arctic Circle and just east of the Yukon/ NWT border. This posting had one Sergeant and four Constables with RCMP residences in a compound area. There, she experienced a vast variety of policing matters along with learning about a different aboriginal culture. Cst. Gregory attended numerous community feasts, drum dances and festivals, and went out on the land with the local people. Cst. Gregory recognized that there were many young girls with little to do in the community. Cst. Gregory started a girls youth group that did an activity once a week, such as dancing, sports, radio programs, etc. In the spring, the group went on a snowmobile trip to the foothills of the Richardson Mountains with the aide of the Northern Rangers.

In September 2004, Cst. Gregory was stationed to Lutsel Ke, (as it sounds: Looks-OK) NWT, a fly in, fly out community of about 300 people. This was a two-member posting which required the two members to be ready to attend calls for service 24/ 7. This was a community of Dene First Nations and continued to keep many traditions of living off the land. This community had a traditional school term for their high school students. The students would live off the land and learn traditional methods while studying normal academics.

Cst. Gregory is currently stationed in Placentia, NL and has been there since April 2006. This posting has six constables, one Corporal, and one Staff Sergeant. The RCMP Placentia Detachment services several smaller surrounding communities with an approximate population of 5,000 people. Cst. Gregory has been involved in this community through sports, community groups and social functions. Since returning to the Province, Cst. Gregory regularly returns to Labrador to hunt and fish with her family.

Erin Keough's
Erin has more than 25 years experience in planning, implementing and directing units, networks, programs and support systems aimed at providing a more equitable distribution of services to rural regions and disenfranchised groups. Through providing leadership to these initiatives, Erin has developed an extensive knowledge of needs analysis, project and program management, approaches to building multi-partner consensus, and a working knowledge of policy and practical challenges facing governments and institutions as they plan significant changes in delivery systems and programs.

Erin was the Director of TETRA, which operated a province-wide telehealth and telelearning network which offered programs ranging from high school math and physics for students in small rural schools, to continuing medical education for rural physicians to support groups for single mothers. Also of possible interest to this group, Erin was the Industry Canada program officer on NL on the Broadband for Rural and Northern Development program (BRAND) that saw the deployment of high-speed Internet in 164 rural communities in this province.

Erin sees her current role of Executive Director of Women in Resource Development (WRDC), which has a mandate to see women better represented in the highly paid skilled trades, as a continuation of her interest in working with agencies that attempt to level playing fields for all those working and living in Newfoundland and Labrador.

Maria Moran
Maria Moran is the Industrial Benefits Lead for Nalcor Energy with Lower Churchill Project. Maria is involved in a number of boards and committees including: Labrador Aboriginal Training Partnership, Women in Resource Development Corporation , Aboriginal Participation Initiative, Electrical Sector Council and is the Aboriginal Task Force Member with the Canadian Electrical Association.

Maria has worked in a variety of setting such as Hibernia Construction Project and the Terra Nova FPSO Construction Project. She has also completed work for Women in Resource Development

Maria holds a Bachelor of Commerce along with a Masters of Employment Relations from Memorial University. Maria is also the proud mother of three children.

Odelle Pike
Odelle Pike is a Mi"kmaq and a member of the St George's Band. She currently resides in Black Duck Siding where she operates a hunting and fishing lodge known as Dhoon Lodge. Odelle has 25 years experience in the communication field, with exposure to business development, marketing, client relationship management and customer service. She also has 25 years managing a family business. Odelle is skilled in improving customer retention, proven success in leading development efforts, expanding customer base, and increasing revenue potential within the organization.

Odelle is Chair of the Bay St. George Mi'Kmaq Sharing Circle, Chair of the Aboriginal Business Advisory Committee of the Long Range Economic Development Association, Treasure Southwest Coast Accommodations Network, Director with the Newfoundland Aboriginal Women's Network, and Coordinator of YOU Go Girl St. Georges.

Odelle is very involved with the Newfoundland Aboriginal Women's Network, facilitating workshop on all types of abuse. She is also involved in funding for the Bay St. George Sick Children Foundation and The Canadian Cancer Relay for Life.

The Honourable Patty Pottle, Minister of Aboriginal Affairs

Born in Happy Valley-Goose Bay, Minster Pottle grew up in Hopedale, Labrador. After graduating from Amos Comenius Memorial School in her hometown, Minster Pottle continued her education and received her Bachelor's of Education at Memorial University. She was the first graduate of the Bachelor of Education Native and Northern Studies degree program.

Minster Pottle went back to Hopedale and taught for six years at the school from which she graduated. She is a well-known entrepreneur, with three businesses in the community. Ms. Pottle is the owner of D.J.'s Gift Shop, which was a dream of hers to open, D.J. Properties, and the Amaguk Inn, an 18-bed, full-service facility.

Minster Pottle has served on a variety of boards and committees including: Tourism Nunatsiavut Chair; Tasiujatsoak Trust Trustee; Kamatsiatet Committee Chair; former town councilor; Hopedale Heritage Festival; Former Agvituk Historical Society member; former Board Member of Labrador Inuit Association; andformer Government Member of Government Nunatsiavut (Transitional).

Minster Pottle is the first female Inuit Member of the House of Assembly to serve in the Provincial Government and is the first female Inuit Cabinet Minister.

Minster Pottle currently resides in Hopedale with her husband and her two children.

Mark Shrimpton
Mark has more than 30 years experience of socio-economic planning, assessment, management and monitoring, mostly related to large resource development projects. This has included the development of Stantec's industrial benefits planning practice, which includes the preparation of labour and infrastructures studies, benefits plans, and diversity and women's employment plans, and monitoring and reporting on the results of such initiatives.

Mark has a long-standing personal interest in gender issues in resource development projects and industries, reaching back to his role as initiator and co-organizer of 'Women & Oil: An International Conference on Women and Offshore Oil", held in St. John's in 1985. This led to the publication of 'Women, Work and Family in the British, Canadian and Norwegian Offshore Oilfields' (Macmillan/St. Martin's, 1988), which Mark co-edited. Mark also co-authored a highly-regarded 1988 women in trades and technology study of women's experience of the Hibernia construction project, which is the basis for an essay in 'Excluded from Work: Access and Equity for Women, Immigrants, First Nations, Youth and People with Low Income' (UBC Press, 2003).

More recently, Mark has led and guided the preparation, implementation and monitoring of a number of diversity and women's employment plans for mining, offshore petroleum and LNG projects in both Newfoundland and Labrador. This has included co-authoring Husky Energy's White Rose Diversity Plan, supporting its implementation, and monitoring and reporting on an ongoing basis. The White Rose plan has been the subject of invited presentations Mark has made at a 2004 Society of Petroleum Engineers conference in Calgary, Alberta, and the 2007 Platt's Oil & Gas Workforce Development conference in Houston, Texas.

In addition to his consulting, Mark Shrimpton is an Adjunct Professor of Geography at Memorial University of Newfoundland.

Bernice Tracey
Bernice currently works with the College of the North Atlantic in Happy Valley-Goose Bay as Aboriginal Support and Coordinator of Learner Services. She has worked with the College since 1992 as an ABE instructor, NCARP (Northern Cod Agreement Response) support person and Facilitator for Improving Our Odds.

Bernice and her family moved to Happy Valley-Goose Bay in 1990 where she worked as a school teacher for two years. Prior to this, she worked in her home community of West Ste Modeste, in the Labrador Straits for 10 years as a secondary school teacher.

Judy White
Judy White is a Mi'kmaq and member of the Flat Bay Band. She currently resides in Conne River where she works as the Self Government Advisor for Miawpukek First Nation.

Ms. White completed a Bachelor of Laws degree from Dalhousie Law School with particular emphasis on Aboriginal Law. Ms. White also completed the Intensive Program of Lands, Resources and First Nations Government at Osgoode Hall Law School where Ms. White is currently a partner with the Law firm of McDonald White, located at Conne River, Newfoundland, which specialises in aboriginal law.

She has served as a Policy and Planning Specialist for Women's Policy Office on Aboriginal Women's Issues. She has served as the Chairperson of the National Centre for First Nations Governance and currently holds the vice-chair position. As well, she is the vice chairperson of the First Nations Statistical Institute, the first-ever Aboriginal Crown Corporation. Ms. White is a board of director for Aboriginal Peoples Television Network.

Appendix N – Delegates List

Aboriginal Women's Conference- March 23rd -24th, 2010

"The Path to the Good Life- Evolving Opportunities for Aboriginal Women"

Delegate's List

St. John's Friendship Centre • Karen Miller • Cindy Lyall • Susan Onalik • Emma Reelis • Stacey Howse	**Miawpukek First Nation (Conne River)** • Olivia Joe • Linda McDonald • Notoria Hinks • Audrey Benoit • Melissa Drake
Labrador Métis Nation • Melita Paul • Amanda Cull • Jenny Lyall • Leeanne Fowler • Glynes Penney	**Innu Nation** • Nancy Nuna • Stella Rich • Caroline Andrew • Victoria Nuna
Nunatsiavut (Inuit) • Tracy Ann Evans • Andrea Webb • Carlene Sheppard • Jillian Angnatok • Ruth Broomfield	**Newfoundland Aboriginal Women's Network (NAWN)** • Marie Eastman • Patricia Brockway • Sheila Robinson • Jo-Ann Prosper • Courtney Brockway
Federation of Newfoundland Indians (FNI) • Marlene Farrell • Jackie Snook • Kim Butler Costard • Deborah Marshall • Shelly Garnier	

Government of Newfoundland and Labrador

- Honorable Kathy Dunderdale: Minister Responsible for Status of Women
- Honorable Patty Pottle: Minister of Aboriginal Affairs
- Heather MacLellan: Assistant Deputy Minister, Women's Policy Office
- Dianne Rowsell: Conference Coordinator, Women's Policy Office
- Kay Hillier: Clerk, Women's Policy Office
- Madonna Connors: Secretary to Assistant Deputy Minister, Women's Policy Office
- Theresa Evans: Senior Policy Analyst, Aboriginal Affairs, Labrador and Aboriginal Affairs
- Tanya McDonald: Department of Natural Resources
- Allison Dancey: Department of Natural Resources
- Diane Gear: Department of Health and Social Development and Status of Women
- Martha Winters-Abel: Constituent Assistant to Minister Pottle

Other Invited Guests

- Judy White- Facilitator
- Cynthia Benoit: Note Taker
- Yvonne Jones: Leader of the Liberal Party (Official Opposition)
- Lorraine Michaels: Leader of the New Democratic Party
- Mardina Joe: Elder and Counselor, Miawpukek First Nation
- Linda Ross: Provincial Advisory Council on the Status of Women
- Charmaine Davidge: St. John's Status of Women's Council
- Judy Lynn Archer: Presenter
- Margaret Allan; Presenter
- Maria Moran: Presenter
- Odelle Pike: Presenter
- Sgt Wilda Kaiser: Presenter
- Sgt Sue Efford: Presenter
- Cst. Claire Gregory: Presenter
- Erin Keough: Presenter
- Bernice Tracey: Presenter
- Mark Shrimpton: Presenter